

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
<u>City Manager</u>								
City Manager	108	\$169,902	\$191,097	\$219,761	100	\$139,447	\$164,055	\$188,663
Distribution Clerk	30	\$24,960	\$29,129	\$33,498	19	\$18,870	\$22,200	\$25,530
Main Street Coordinator	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Media & Tourism Manager	74	\$73,382	\$86,331	\$99,281	72	\$69,846	\$82,172	\$94,497
Media Development Administrator	60	\$51,934	\$61,099	\$70,264	57	\$48,226	\$56,737	\$65,247
Multimedia Development Specialist	52	\$42,625	\$50,147	\$57,669	48	\$38,616	\$45,431	\$52,245
Tourism and Events Coordinator	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Tourism Assistant	40	\$31,694	\$37,287	\$42,880	37	\$29,431	\$34,625	\$39,818
Video Producer	53	\$43,690	\$51,401	\$59,111	48	\$38,616	\$45,431	\$52,245
Visitor Services Coordinator	44	\$34,984	\$41,158	\$47,332	40	\$31,694	\$37,287	\$42,880
<u>City Secretary</u>								
Assistant City Secretary	44	\$34,984	\$41,158	\$47,332	43	\$34,131	\$40,154	\$46,177
City Secretary	78	\$81,000	\$95,294	\$109,588	66	\$60,228	\$70,856	\$81,485
<u>Legal</u>								
Assistant City Attorney	82	\$89,409	\$105,187	\$120,964	78	\$81,000	\$95,294	\$109,588
City Attorney	104	\$153,923	\$177,089	\$203,652	92	\$114,450	\$134,648	\$154,845
Legal Specialist	46	\$36,755	\$43,242	\$49,728	42	\$33,298	\$39,175	\$45,051
<u>Finance</u>								
Accountant	56	\$47,050	\$55,353	\$63,656	50	\$40,571	\$47,731	\$54,890
Accountant-Senior	62	\$54,563	\$64,192	\$73,821	55	\$45,902	\$54,003	\$62,103
Accounting Specialist	42	\$33,298	\$39,175	\$45,051	40	\$31,694	\$37,287	\$42,880
Director of Financial Services	90	\$108,936	\$128,160	\$147,383	84	\$93,935	\$110,512	\$127,088
Finance Manager	76	\$77,097	\$90,702	\$104,307	64	\$57,326	\$67,442	\$77,558
<u>Finance - Purchasing</u>								
Purchasing Agent	64	\$57,326	\$67,442	\$77,558	64	\$57,326	\$67,442	\$77,558
Purchasing Specialist	46	\$36,755	\$43,242	\$49,728	42	\$33,298	\$39,175	\$45,051
<u>Finance - Utility Bulling</u>								
Customer Service Representative	38	\$30,167	\$35,490	\$40,814	29	\$24,155	\$28,418	\$32,681

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Customer Service Representative-Senior	42	\$33,298	\$39,175	\$45,051	33	\$26,663	\$31,368	\$36,074
Customer Service Specialist	40	\$31,694	\$37,287	\$42,880	37	\$29,431	\$34,625	\$39,818
Utilities Accounting Supervisor	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Utilities Collection Specialist	40	\$31,694	\$37,287	\$42,880	37	\$29,431	\$34,625	\$39,818
Utilities Services Manager	68	\$63,277	\$74,443	\$85,610	60	\$51,934	\$61,099	\$70,264
Utility Billing Coordinator	48	\$38,616	\$45,431	\$52,245	44	\$34,984	\$41,158	\$47,332
Utility Billing Specialist	38	\$30,167	\$35,490	\$40,814	37	\$29,431	\$34,625	\$39,818
Utility Billing Supervisor	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
<u>Admin</u>								
Director of Administration	90	\$108,936	\$128,160	\$147,383	84	\$93,935	\$110,512	\$127,088
<u>Admin - HR/Risk Management</u>								
Claims Specialist	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Employee Benefits Specialist	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
HR & Risk Manager	77	\$79,024	\$92,970	\$106,915	74	\$73,382	\$86,331	\$99,281
Human Resources Administrator	64	\$57,326	\$67,442	\$77,558	59	\$50,668	\$59,609	\$68,550
Human Resources Generalist	55	\$45,902	\$54,003	\$62,103	50	\$40,571	\$47,731	\$54,890
Human Resources Generalist - Senior	58	\$49,432	\$58,155	\$66,878	55	\$45,902	\$54,003	\$62,103
Payroll Administrator	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Payroll Specialist	44	\$34,984	\$41,158	\$47,332	42	\$33,298	\$39,175	\$45,051
Payroll Specialist-Senior	50	\$40,571	\$47,731	\$54,890	48	\$38,616	\$45,431	\$52,245
Safety Specialist	56	\$47,050	\$55,353	\$63,656	50	\$40,571	\$47,731	\$54,890
<u>Admin - Animal Services</u>								
Animal Care Technician	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Animal Care Technician-Lead	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
Animal Care Technician-Senior	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Animal Control Dispatch	33	\$26,663	\$31,368	\$36,074	33	\$26,663	\$31,368	\$36,074
Animal Control Officer	40	\$31,694	\$37,287	\$42,880	34	\$27,330	\$32,152	\$36,975
Animal Control Officer-Senior	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
Animal Control Supervisor	54	\$44,783	\$52,686	\$60,588	50	\$40,571	\$47,731	\$54,890
Animal Services Manager	70	\$66,480	\$78,212	\$89,944	68	\$63,277	\$74,443	\$85,610

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Animal Shelter Supervisor	54	\$44,783	\$52,686	\$60,588	50	\$40,571	\$47,731	\$54,890
Public Outreach Coordinator	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
Rescue/Foster Coordinator	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Veterinarian	77	\$79,024	\$92,970	\$106,915	70	\$66,480	\$78,212	\$89,944
Veterinarian Technician	48	\$38,616	\$45,431	\$52,245	40	\$31,694	\$37,287	\$42,880
Veterinarian Technician-Lead	52	\$42,625	\$50,147	\$57,669	44			
<u>Admin - Municipal Court</u>								
Judge	88	\$103,686	\$121,984	\$140,282	78	\$81,000	\$95,294	\$109,588
Municipal Court Accountant	56	\$47,050	\$55,353	\$63,656	50	\$40,571	\$47,731	\$54,890
Municipal Court Administrator	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Municipal Court Clerk	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Municipal Court Clerk Supervisor	50	\$40,571	\$47,731	\$54,890	47	\$37,674	\$44,323	\$50,971
Municipal Court Clerk-Senior	41	\$32,486	\$38,219	\$43,952	38	\$30,167	\$35,490	\$40,814
Municipal Court Collections Specialist	40	\$31,694	\$37,287	\$42,880	37	\$29,431	\$34,625	\$39,818
Parking Compliance Officer	36	\$28,713	\$33,780	\$38,847	30	\$24,759	\$29,129	\$33,498
<u>Business Support</u>								
Administrative Assistant	41	\$32,486	\$38,219	\$43,952	39	\$30,921	\$36,378	\$41,834
Assistant Office Manager	43	\$34,131	\$40,154	\$46,177	40	\$31,694	\$37,287	\$42,880
Executive Assistant	47	\$37,674	\$44,323	\$50,971	43	\$34,131	\$40,154	\$46,177
Office Assistant	33	\$26,663	\$31,368	\$36,074	29	\$24,155	\$28,418	\$32,681
Office Manager	53	\$43,690	\$51,401	\$59,111	47	\$37,674	\$44,323	\$50,971
Receptionist	30	\$24,960	\$29,129	\$33,498	23	\$20,829	\$24,505	\$28,181
<u>Community Services - Admin</u>								
Assistant Director of Community Services	80	\$85,100	\$100,118	\$115,136	76	\$77,097	\$90,702	\$104,307
Community Services Program Administrator	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Director of Community Services	88	\$103,686	\$121,984	\$140,282	84	\$93,935	\$110,512	\$127,088
<u>Community Services - Maude Cobb</u>								
Convention Complex Manager	68	\$63,277	\$74,443	\$85,610	64	\$57,326	\$67,442	\$77,558
Event Coordinator	51	\$41,585	\$48,924	\$56,262	48	\$38,616	\$45,431	\$52,245
Event Monitor	35	\$28,013	\$32,956	\$37,900	32	\$26,013	\$30,603	\$35,194

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Operations & Maintenance Supervisor	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
<u>Community Services - Partners in Prevention</u>								
Grant Analyst	48	\$38,616	\$45,431	\$52,245	40	\$31,694	\$37,287	\$42,880
Partners In Prevention Manager	64	\$57,326	\$67,442	\$77,558	60	\$51,934	\$61,099	\$70,264
Prevention Specialist	44	\$34,984	\$41,158	\$47,332	40	\$31,694	\$37,287	\$42,880
Program & Outreach Coordinator	44	\$34,984	\$41,158	\$47,332	40	\$31,694	\$37,287	\$42,880
<u>Community Services - Environmental Health</u>								
Environmental Health Manager	70	\$66,480	\$78,212	\$89,944	66	\$60,228	\$70,856	\$81,485
Environmental Health Supervisor	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Health Inspector	49	\$39,581	\$46,566	\$53,551	45	\$35,859	\$42,187	\$48,515
Health Inspector Senior	53	\$43,690	\$51,401	\$59,111	49	\$39,581	\$46,566	\$53,551
Vector Control Technician	44	\$34,984	\$41,158	\$47,332	40	\$31,694	\$37,287	\$42,880
<u>Community Services - Housing</u>								
Community Development Administrator	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Community Development Specialist	48	\$38,616	\$45,431	\$52,245	46	\$36,755	\$43,242	\$49,728
Housing Case Worker	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Housing Case Worker-Senior	42	\$33,298	\$39,175	\$45,051	38	\$30,167	\$35,490	\$40,814
Housing Manager	64	\$57,326	\$67,442	\$77,558	60	\$51,934	\$61,099	\$70,264
Housing Programs Inspector	50	\$40,571	\$47,731	\$54,890	44	\$34,984	\$41,158	\$47,332
Housing Services Specialist	48	\$38,616	\$45,431	\$52,245	44	\$34,984	\$41,158	\$47,332
Housing Supervisor	58	\$49,432	\$58,155	\$66,878	56	\$47,050	\$55,353	\$63,656
<u>Community Services - Library</u>								
Cataloging Assistant	30	\$24,960	\$29,129	\$33,498	20	\$19,342	\$22,755	\$26,168
Circulation Assistant	30	\$24,960	\$29,129	\$33,498	22	\$20,321	\$23,907	\$27,493
Librarian	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
Library Aide	30	\$24,960	\$29,129	\$33,498	18	\$18,410	\$21,659	\$24,908
Library Assistant	36	\$28,713	\$33,780	\$38,847	32	\$26,013	\$30,603	\$35,194
Library Assistant-Senior	42	\$33,298	\$39,175	\$45,051	38	\$30,167	\$35,490	\$40,814
Library Manager	71	\$68,142	\$80,167	\$92,192	70	\$66,480	\$78,212	\$89,944
Library Media Specialist	42	\$33,298	\$39,175	\$45,051	38	\$30,167	\$35,490	\$40,814

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Library Processing Assistant	30	\$24,960	\$29,129	\$33,498	20	\$19,342	\$22,755	\$26,168
Library Supervisor	58	\$49,432	\$58,155	\$66,878	52	\$42,625	\$50,147	\$57,669
<u>Development Services - Admin</u>								
Assistant Director of Development Services	80	\$85,100	\$100,118	\$115,136	76	\$77,097	\$90,702	\$104,307
Development Services Manager	70	\$66,480	\$78,212	\$89,944	64	\$57,326	\$67,442	\$77,558
Development Services Technician	46	\$36,755	\$43,242	\$49,728	44	\$34,984	\$41,158	\$47,332
Development Services Technician Senior	50	\$40,571	\$47,731	\$54,890	48	\$38,616	\$45,431	\$52,245
Director of Development Services	90	\$108,936	\$128,160	\$147,383	84	\$93,935	\$110,512	\$127,088
Permit Technician	38	\$30,167	\$35,490	\$40,814	34	\$27,330	\$32,152	\$36,975
Permit Technician-Senior	42	\$33,298	\$39,175	\$45,051	37	\$29,431	\$34,625	\$39,818
<u>Development Services - Building Inspection</u>								
Building Inspector	48	\$38,616	\$45,431	\$52,245	46	\$36,755	\$43,242	\$49,728
Building Inspector-Combination	52	\$42,625	\$50,147	\$57,669	50	\$40,571	\$47,731	\$54,890
Building Inspector-Master	60	\$51,934	\$61,099	\$70,264	58	\$49,432	\$58,155	\$66,878
Building Inspector-Senior	56	\$47,050	\$55,353	\$63,656	54	\$44,783	\$52,686	\$60,588
Building Official	72	\$69,846	\$82,172	\$94,497	66	\$60,228	\$70,856	\$81,485
Fire Inspector/Code Compliance Officer	48	\$38,616	\$45,431	\$52,245	45	\$35,859	\$42,187	\$48,515
Fire Inspector/Code Compliance Officer-Combination	52	\$42,625	\$50,147	\$57,669	48	\$38,616	\$45,431	\$52,245
Fire Inspector/Code Compliance Officer-Master	60	\$51,934	\$61,099	\$70,264	54	\$44,783	\$52,686	\$60,588
Fire Inspector/Code Compliance Officer-Senior	56	\$47,050	\$55,353	\$63,656	51	\$41,585	\$48,924	\$56,262
Plans Examiner	54	\$44,783	\$52,686	\$60,588	50	\$40,571	\$47,731	\$54,890
Plans Examiner-Combination	56	\$47,050	\$55,353	\$63,656	54	\$44,783	\$52,686	\$60,588
Plans Examiner-Master	62	\$54,563	\$64,192	\$73,821	60	\$51,934	\$61,099	\$70,264
Plans Examiner-Senior	58	\$49,432	\$58,155	\$66,878	58	\$49,432	\$58,155	\$66,878
<u>Development Services - Code Compliance</u>								
Code Compliance Inspector	48	\$38,616	\$45,431	\$52,245	44	\$34,984	\$41,158	\$47,332
Code Compliance Inspector-Master	54	\$44,783	\$52,686	\$60,588	51	\$41,585	\$48,924	\$56,262
Code Compliance Inspector-Senior	51	\$41,585	\$48,924	\$56,262	48	\$38,616	\$45,431	\$52,245
Code Compliance Manager	65	\$58,759	\$69,128	\$79,497	60	\$51,934	\$61,099	\$70,264
Environmental Compliance Inspector	55	\$45,902	\$54,003	\$62,103	51	\$41,585	\$48,924	\$56,262

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
<u>Development Services - Planning</u>								
City Planner	71	\$68,142	\$80,167	\$92,192	70	\$66,480	\$78,212	\$89,944
Planner	54	\$44,783	\$52,686	\$60,588	50	\$40,571	\$47,731	\$54,890
Planning Technician	46	\$36,755	\$43,242	\$49,728	44	\$34,984	\$41,158	\$47,332
Senior Planner	62	\$54,563	\$64,192	\$73,821	60	\$51,934	\$61,099	\$70,264
<u>Development Services - MPO</u>								
Planning Technician	46	\$36,755	\$43,242	\$49,728	44	\$34,984	\$41,158	\$47,332
Transportation Planning Manager	65	\$58,759	\$69,128	\$79,497	64	\$57,326	\$67,442	\$77,558
<u>Fire</u>								
Assistant Fire Chief	86	\$98,690	\$116,106	\$133,522	80	\$85,100	\$100,118	\$115,136
EMS Account Specialist	38	\$30,167	\$35,490	\$40,814	37	\$29,431	\$34,625	\$39,818
EMS Billing Specialist	38	\$30,167	\$35,490	\$40,814	37	\$29,431	\$34,625	\$39,818
Fire Administrator	53	\$43,690	\$51,401	\$59,111	52	\$42,625	\$50,147	\$57,669
Fire Chief	94	\$120,245	\$141,464	\$162,684	88	\$103,686	\$121,984	\$140,282
Fire Education Specialist	46	\$36,755	\$43,242	\$49,728	42	\$33,298	\$39,175	\$45,051
Fire Inspector/Code Compliance Officer	48	\$38,616	\$45,431	\$52,245	45	\$35,859	\$42,187	\$48,515
Fire Inspector/Code Compliance Officer-Combination	52	\$42,625	\$50,147	\$57,669	48	\$38,616	\$45,431	\$52,245
Fire Inspector/Code Compliance Officer-Master	60	\$51,934	\$61,099	\$70,264	54	\$44,783	\$52,686	\$60,588
Fire Inspector/Code Compliance Officer-Senior	56	\$47,050	\$55,353	\$63,656	51	\$41,585	\$48,924	\$56,262
<u>Information Services</u>								
Applications Manager	79	\$83,025	\$97,676	\$112,328	75	\$75,216	\$88,490	\$101,763
Asset Management Administrator	58	\$49,432	\$58,155	\$66,878	56	\$47,050	\$55,353	\$63,656
Data Analyst	63	\$55,928	\$65,797	\$75,667	57	\$48,226	\$56,737	\$65,247
Database Developer	72	\$69,846	\$82,172	\$94,497	67	\$61,734	\$72,628	\$83,522
Director of Information Services	90	\$108,936	\$128,160	\$147,383	84	\$93,935	\$110,512	\$127,088
GIS Supervisor	64	\$57,326	\$67,442	\$77,558	57	\$48,226	\$56,737	\$65,247
GIS Technician	48	\$38,616	\$45,431	\$52,245	47	\$37,674	\$44,323	\$50,971
GIS Technician-Senior	52	\$42,625	\$50,147	\$57,669	51	\$41,585	\$48,924	\$56,262
Information Technology Specialist	53	\$43,690	\$51,401	\$59,111	49	\$39,581	\$46,566	\$53,551
Information Technology Specialist-Senior	57	\$48,226	\$56,737	\$65,247	54	\$44,783	\$52,686	\$60,588
Infrastructure Manager	79	\$83,025	\$97,676	\$112,328	75	\$75,216	\$88,490	\$101,763

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
IT Support Technician	47	\$37,674	\$44,323	\$50,971	43	\$34,131	\$40,154	\$46,177
IT Systems Analyst	63	\$55,928	\$65,797	\$75,667	57	\$48,226	\$56,737	\$65,247
<u>Parks</u>								
Director of Parks & Recreation	90	\$108,936	\$128,160	\$147,383	84	\$93,935	\$110,512	\$127,088
<u>Parks - Operations & Maintenance</u>								
Crew Leader (Parks)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Custodial/Maintenance Worker	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Equipment Repair Technician (Parks)	40	\$31,694	\$37,287	\$42,880	36	\$28,713	\$33,780	\$38,847
Horticulturist	46	\$36,755	\$43,242	\$49,728	46	\$36,755	\$43,242	\$49,728
Maintenance Supervising Technician	48	\$38,616	\$45,431	\$52,245	44	\$34,984	\$41,158	\$47,332
Maintenance Worker (Parks)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Parks)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Operations & Maintenance Supervisor	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
Parks Operations and Maintenance Manager	68	\$63,277	\$74,443	\$85,610	64	\$57,326	\$67,442	\$77,558
<u>Parks - Recreation</u>								
Aquatic Coordinator	30	\$24,960	\$29,129	\$33,498	23	\$20,829	\$24,505	\$28,181
Aquatic Maintenance Technician	44	\$34,984	\$41,158	\$47,332	40	\$31,694	\$37,287	\$42,880
Aquatic Program Coordinator	48	\$38,616	\$45,431	\$52,245	44	\$34,984	\$41,158	\$47,332
Assistant Concession Stand Manager	30	\$24,960	\$29,129	\$33,498	24	\$21,350	\$25,117	\$28,885
Assistant Pool Manager	30	\$24,960	\$29,129	\$33,498	27	\$22,991	\$27,049	\$31,106
Athletic Coordinator	47	\$37,674	\$44,323	\$50,971	44	\$34,984	\$41,158	\$47,332
Athletic Program Supervisor	50	\$40,571	\$47,731	\$54,890	50	\$40,571	\$47,731	\$54,890
Concession Stand Cashier	30	\$24,960	\$29,129	\$33,498	19	\$18,870	\$22,200	\$25,530
Concession Stand Manager	33	\$26,663	\$31,368	\$36,074	30	\$24,759	\$29,129	\$33,498
Custodial/Service Worker	30	\$24,960	\$29,129	\$33,498	22	\$20,321	\$23,907	\$27,493
Gym Keeper	30	\$24,960	\$29,129	\$33,498	14	\$16,678	\$19,622	\$22,565
Lifeguard	30	\$24,960	\$29,129	\$33,498	20	\$19,342	\$22,755	\$26,168
Parks and Recreation Manager	68	\$63,277	\$74,443	\$85,610	64	\$57,326	\$67,442	\$77,558
Pool Manager	30	\$24,960	\$29,129	\$33,498	27	\$22,991	\$27,049	\$31,106
Recreation Assistant	30	\$24,960	\$29,129	\$33,498	19	\$18,870	\$22,200	\$25,530
Recreation Assistant-Senior	35	\$28,013	\$32,956	\$37,900	32	\$26,013	\$30,603	\$35,194

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Recreation Center Supervisor	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Recreation Coordinator	47	\$37,674	\$44,323	\$50,971	44	\$34,984	\$41,158	\$47,332
Recreation Program Coordinator	47	\$37,674	\$44,323	\$50,971	44	\$34,984	\$41,158	\$47,332
Recreation Supervisor	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
Reservation Billing Supervisor	51	\$41,585	\$48,924	\$56,262	48	\$38,616	\$45,431	\$52,245
Sports Tourism Coordinator	54	\$44,783	\$52,686	\$60,588	54	\$44,783	\$52,686	\$60,588
<u>Police</u>								
Assistant Police Chief	86	\$98,690	\$116,106	\$133,522	80	\$85,100	\$100,118	\$115,136
Crime Intelligence Analyst	50	\$40,571	\$47,731	\$54,890	40	\$31,694	\$37,287	\$42,880
Law Enforcement Crime Analyst	50	\$40,571	\$47,731	\$54,890	40	\$31,694	\$37,287	\$42,880
Police Chief	94	\$120,245	\$141,464	\$162,684	88	\$103,686	\$121,984	\$140,282
Police Operations Assistant	32	\$26,013	\$30,603	\$35,194	29	\$24,155	\$28,418	\$32,681
Police Records Administrator	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Property & Evidence Specialist	40	\$31,694	\$37,287	\$42,880	34	\$27,330	\$32,152	\$36,975
Property & Evidence Specialist-Senior	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
Records Specialist	40	\$31,694	\$37,287	\$42,880	32	\$26,013	\$30,603	\$35,194
Records Specialist-Senior	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
School Crossing Guard	30	\$24,960	\$29,129	\$33,498	22	\$20,321	\$23,907	\$27,493
Victims Services Coordinator	52	\$42,625	\$50,147	\$57,669	49	\$39,581	\$46,566	\$53,551
<u>Police - Telecommunications</u>								
Communications Administrator	60	\$51,934	\$61,099	\$70,264	58	\$49,432	\$58,155	\$66,878
Public Safety Communications Manager	70	\$66,480	\$78,212	\$89,944	67	\$61,734	\$72,628	\$83,522
Systems & Technology Specialist	51	\$41,585	\$48,924	\$56,262	49	\$39,581	\$46,566	\$53,551
Systems & Technology Specialist-Senior	56	\$47,050	\$55,353	\$63,656	54	\$44,783	\$52,686	\$60,588
Telecommunications Operator	43	\$34,131	\$40,154	\$46,177	41	\$32,486	\$38,219	\$43,952
Telecommunications Operator-Lead	51	\$41,585	\$48,924	\$56,262	49	\$39,581	\$46,566	\$53,551
Telecommunications Operator-Senior	47	\$37,674	\$44,323	\$50,971	45	\$35,859	\$42,187	\$48,515
Telecommunications Supervisor	57	\$48,226	\$56,737	\$65,247	55	\$45,902	\$54,003	\$62,103
Telecommunications Training Coordinator	57	\$48,226	\$56,737	\$65,247	55	\$45,902	\$54,003	\$62,103
<u>Public Works - Admin</u>								
Assistant Director of Public Works	82	\$89,409	\$105,187	\$120,964	76	\$77,097	\$90,702	\$104,307

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Director of Public Works	94	\$120,245	\$141,464	\$162,684	86	\$98,690	\$116,106	\$133,522
Right-of-Way Agent	64	\$57,326	\$67,442	\$77,558	60	\$51,934	\$61,099	\$70,264
<u>Public Works - Beautification</u>								
Crew Leader (Beautification)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Equipment Operator (Beautification)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Beautification)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Worker (Beautification)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Beautification)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Right-of-Way Supervisor	52	\$42,625	\$50,147	\$57,669	48	\$38,616	\$45,431	\$52,245
<u>Public Works - Compost</u>								
Compost Coordinator	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
Equipment Operator	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
<u>Public Works - Drainage</u>								
Concrete Finisher	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Concrete Finisher-Senior	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Crew Leader (Drainage)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Equipment Operator (Drainage)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Drainage)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Worker (Drainage)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Drainage)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Project Manager	70	\$66,480	\$78,212	\$89,944	66	\$60,228	\$70,856	\$81,485
Public Works Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Public Works Supervisor (Drainage)	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
<u>Public Works - Engineering</u>								
City Engineer	84	\$93,935	\$110,512	\$127,088	74	\$73,382	\$86,331	\$99,281
Construction Engineering Inspector	51	\$41,585	\$48,924	\$56,262	45	\$35,859	\$42,187	\$48,515
Engineering Inspector	51	\$41,585	\$48,924	\$56,262	45	\$35,859	\$42,187	\$48,515
Engineering Inspector-Lead	53	\$43,690	\$51,401	\$59,111	49	\$39,581	\$46,566	\$53,551
Engineering Technician	49	\$39,581	\$46,566	\$53,551	43	\$34,131	\$40,154	\$46,177
Project Manager	70	\$66,480	\$78,212	\$89,944	66	\$60,228	\$70,856	\$81,485

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
<u>Public Works - Facility Services</u>								
City Architect	74	\$73,382	\$86,331	\$99,281	68	\$63,277	\$74,443	\$85,610
Maintenance Specialist	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Mechanical Systems Technician	50	\$40,571	\$47,731	\$54,890	44	\$34,984	\$41,158	\$47,332
Operations & Maintenance Supervisor	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
<u>Public Works - Fleet Services</u>								
Fleet Service Writer	45	\$35,859	\$42,187	\$48,515	42	\$33,298	\$39,175	\$45,051
Fleet Services Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Fleet Services Supervisor	58	\$49,432	\$58,155	\$66,878	54	\$44,783	\$52,686	\$60,588
Fleet Shop Crew Leader	53	\$43,690	\$51,401	\$59,111	48	\$38,616	\$45,431	\$52,245
Fleet Technician	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Fleet Technician-Senior	49	\$39,581	\$46,566	\$53,551	44	\$34,984	\$41,158	\$47,332
Parts Technician	35	\$28,013	\$32,956	\$37,900	32	\$26,013	\$30,603	\$35,194
<u>Public Works - Plant Automation</u>								
Automation Controls Engineer	70	\$66,480	\$78,212	\$89,944	64	\$57,326	\$67,442	\$77,558
Instrument SCADA Specialist	52	\$42,625	\$50,147	\$57,669	48	\$38,616	\$45,431	\$52,245
Instrument SCADA Specialist-Senior	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
SCADA Controls Group Manager	74	\$73,382	\$86,331	\$99,281	70	\$66,480	\$78,212	\$89,944
SCADA Network Administrator	64	\$57,326	\$67,442	\$77,558	60	\$51,934	\$61,099	\$70,264
<u>Public Works - Sanitation</u>								
Custodial/Maintenance Worker	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Equipment Operator (Sanitation)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Sanitation)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Worker (Sanitation)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Sanitation)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Recycling Coordinator	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
Solid Waste & Beautification Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Solid Waste Crew Leader	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Solid Waste Supervisor	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
<u>Public Works - Streets</u>								
Crew Leader (Streets)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Equipment Operator (Streets)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Streets)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Worker (Streets)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Streets)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
<u>Public Works - Traffic</u>								
Signs & Marking Technician	36	\$28,713	\$33,780	\$38,847	32	\$26,013	\$30,603	\$35,194
Signs & Marking Technician Apprentice	32	\$26,013	\$30,603	\$35,194	28	\$23,566	\$27,725	\$31,884
Signs & Marking Technician-Senior	40	\$31,694	\$37,287	\$42,880	36	\$28,713	\$33,780	\$38,847
Traffic Engineer	74	\$73,382	\$86,331	\$99,281	72	\$69,846	\$82,172	\$94,497
Traffic Signal Supervisor	56	\$47,050	\$55,353	\$63,656	50	\$40,571	\$47,731	\$54,890
Traffic Signal Technician	46	\$36,755	\$43,242	\$49,728	40	\$31,694	\$37,287	\$42,880
Traffic Signal Technician Apprentice	42	\$33,298	\$39,175	\$45,051	38	\$30,167	\$35,490	\$40,814
Traffic Signal Technician-Senior	50	\$40,571	\$47,731	\$54,890	43	\$34,131	\$40,154	\$46,177
<u>Public Works - Wastewater Collection</u>								
Collection & Distribution Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Crew Leader (Waste Water Coll 80)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Equipment Operator (Waste Water Coll 80)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Waste Water Coll 80)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Supply Worker	37	\$29,431	\$34,625	\$39,818	34	\$27,330	\$32,152	\$36,975
Maintenance Worker (Waste Water Coll 80)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Waste Water Coll 80)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Public Works Supervisor (WW Col)	54	\$44,783	\$52,686	\$60,588	48	\$38,616	\$45,431	\$52,245
Water Service Representative	38	\$30,167	\$35,490	\$40,814	34	\$27,330	\$32,152	\$36,975
Water Service Representative Apprentice	32	\$26,013	\$30,603	\$35,194	28	\$23,566	\$27,725	\$31,884
Water Service Supervisor	56	\$47,050	\$55,353	\$63,656	52	\$42,625	\$50,147	\$57,669
<u>Public Works - Wastewater Treatment</u>								
Environmental Technician	49	\$39,581	\$46,566	\$53,551	45	\$35,859	\$42,187	\$48,515
Industrial Pretreatment Inspector (WWTP)	47	\$37,674	\$44,323	\$50,971	44	\$34,984	\$41,158	\$47,332
Industrial Pretreatment Inspector-Senior (WWTP)	51	\$41,585	\$48,924	\$56,262	48	\$38,616	\$45,431	\$52,245

Current Job Title	Proposed				Current			
	Range	MIN	MID	MAX	Range	MIN	MID	MAX
Industrial Pretreatment Supervisor	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Lab Technician (WWTP)	49	\$39,581	\$46,566	\$53,551	46	\$36,755	\$43,242	\$49,728
Plant Maintenance Mechanic (WWTP)	45	\$35,859	\$42,187	\$48,515	42	\$33,298	\$39,175	\$45,051
Plant Maintenance Mechanic Apprentice (WWTP)	40	\$31,694	\$37,287	\$42,880	36	\$28,713	\$33,780	\$38,847
Plant Maintenance Mechanic-Lead (WWTP)	53	\$43,690	\$51,401	\$59,111	50	\$40,571	\$47,731	\$54,890
Plant Maintenance Mechanic-Senior (WWTP)	49	\$39,581	\$46,566	\$53,551	46	\$36,755	\$43,242	\$49,728
Plant Maintenance Supervisor (WWTP)	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Utility Plant Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558
Utility Plant Operator (WWTP)	46	\$36,755	\$43,242	\$49,728	42	\$33,298	\$39,175	\$45,051
Utility Plant Operator Apprentice (WWTP)	40	\$31,694	\$37,287	\$42,880	36	\$28,713	\$33,780	\$38,847
Utility Plant Operator-Lead (WWTP)	54	\$44,783	\$52,686	\$60,588	50	\$40,571	\$47,731	\$54,890
Utility Plant Operator-Senior (WWTP)	50	\$40,571	\$47,731	\$54,890	46	\$36,755	\$43,242	\$49,728
Utility Plant Supervisor (WWTP)	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
<u>Public Works - Water Distribution</u>								
Collection & Distribution Supervisor	58	\$49,432	\$58,155	\$66,878	52	\$42,625	\$50,147	\$57,669
Crew Leader (Water Dist 73)	48	\$38,616	\$45,431	\$52,245	42	\$33,298	\$39,175	\$45,051
Equipment Operator (Water Dist 73)	42	\$33,298	\$39,175	\$45,051	36	\$28,713	\$33,780	\$38,847
Equipment Operator-Senior (Water Dist 73)	45	\$35,859	\$42,187	\$48,515	40	\$31,694	\$37,287	\$42,880
Maintenance Worker (Water Dist 73)	34	\$27,330	\$32,152	\$36,975	28	\$23,566	\$27,725	\$31,884
Maintenance Worker-Senior (Water Dist 73)	38	\$30,167	\$35,490	\$40,814	32	\$26,013	\$30,603	\$35,194
Water Service Representative	38	\$30,167	\$35,490	\$40,814	34	\$27,330	\$32,152	\$36,975
Water Service Representative Apprentice	32	\$26,013	\$30,603	\$35,194	28	\$23,566	\$27,725	\$31,884
<u>Public Works - Water Purification</u>								
Industrial Pretreatment Inspector (Purification)	47	\$37,674	\$44,323	\$50,971	44	\$34,984	\$41,158	\$47,332
Industrial Pretreatment Inspector-Senior (Purif)	51	\$41,585	\$48,924	\$56,262	48	\$38,616	\$45,431	\$52,245
Lab Technician (Water Purification)	49	\$39,581	\$46,566	\$53,551	46	\$36,755	\$43,242	\$49,728
Plant Maintenance Mechanic (Purification)	45	\$35,859	\$42,187	\$48,515	42	\$33,298	\$39,175	\$45,051
Plant Maintenance Mechanic Apprentice (Water)	40	\$31,694	\$37,287	\$42,880	36	\$28,713	\$33,780	\$38,847
Plant Maintenance Mechanic-Lead (Purification)	53	\$43,690	\$51,401	\$59,111	50	\$40,571	\$47,731	\$54,890
Plant Maintenance Mechanic-Senior (Purification)	49	\$39,581	\$46,566	\$53,551	46	\$36,755	\$43,242	\$49,728
Plant Maintenance Supervisor (Purification)	60	\$51,934	\$61,099	\$70,264	56	\$47,050	\$55,353	\$63,656
Utility Plant Manager	72	\$69,846	\$82,172	\$94,497	64	\$57,326	\$67,442	\$77,558

[illegible]

City of Longview General Government Pay Plan Full Time Employees								
Last Name	First Name	Job Title	Department	Current Salary	Current Range	New Range	% Increase	New Salary
Bonds	Keith	City Manager	City Manager	\$184,450	100	108	8.82%	\$200,719.26
Chalk	Beverly	Distribution Clerk	City Manager	\$23,260	23	30	25.23%	\$29,128.56
Heien	Melida	Main Street Coordinator	City Manager	\$43,904	52	56	10.38%	\$48,461.36
Hara	Shawn	Media & Tourism Manager	City Manager	\$74,099	72	74	5.06%	\$77,850.77
Miller	Terry	Media Development Administrator	City Manager	\$58,976	57	60	3.60%	\$61,099.13
Gable	Crystal	Multimedia Development Specialist	City Manager	\$40,968	48	52	10.38%	\$45,220.65
Yeakley	Richard	Multimedia Development Specialist	City Manager	\$40,968	48	52	10.38%	\$45,220.65
Fisher	Carrie	Tourism and Events Coordinator	City Manager	\$43,904	52	56	10.38%	\$48,461.36
Shellhorse	Scott	Video Producer	City Manager	\$48,801	48	53	5.33%	\$51,400.57
Williams	DeCedric	Visitor Services Coordinator	City Manager	\$32,645	40	44	10.38%	\$36,033.77
Duenas	Liliana	Assistant City Secretary	City Secretary	\$34,445	43	44	3.00%	\$35,477.88
Shepard	Angela	City Secretary	City Secretary	\$65,813	66	78	23.81%	\$81,484.00
Jackson	Ronald	Assistant City Attorney	Legal	\$103,082	78	82	3.00%	\$106,174.93
Ray	Robert	Assistant City Attorney	Legal	\$109,206	78	82	3.00%	\$112,481.89
Finley	Jim	City Attorney	Legal	\$151,336	92	104	10.75%	\$167,605.14
Kaczmarek	Laurie	Legal Specialist	Legal	\$36,665	42	46	10.38%	\$40,471.52
Nance	Heidi	Accountant	Finance	\$47,731	50	56	15.97%	\$55,352.80
Walker	Angela	Accountant-Senior	Finance	\$47,279	55	62	18.87%	\$56,200.09
Connor	Jessica	Accounting Specialist	Finance	\$34,214	40	42	5.06%	\$35,946.55
Hughes	Debra	Accounting Specialist	Finance	\$32,645	40	42	5.06%	\$34,297.46
Schneider	Nancee	Accounting Specialist	Finance	\$31,694	40	58	5.06%	\$33,298.51
Coen	Angela	Director of Financial Services	Finance	\$111,814	84	90	14.62%	\$128,159.55
Adams	Kimberly	Finance Manager	Finance	\$65,831	64	76	34.49%	\$88,535.67
Latch	Jaye	Purchasing Agent	Finance-Purchasing	\$62,641	64	64	3.00%	\$64,520.52
Phillips	Amanda	Purchasing Specialist	Finance-Purchasing	\$34,297	42	46	10.38%	\$37,857.89
Jennings	Jeannette	Accountant	Finance-Utility Billing	\$45,221	50	56	15.97%	\$52,442.22
Barber	Robert	Customer Service Representative	Finance-Utility Billing	\$24,880	29	38	24.89%	\$31,071.61
Hermida-Cortez	Jessica	Customer Service Representative	Finance-Utility Billing	\$24,880	29	38	24.89%	\$31,071.61
Bush	Keyna	Customer Service Representative	Finance-Utility Billing	\$25,626	29	38	24.89%	\$32,003.84
Russell	Rosie	Customer Service Representative	Finance-Utility Billing	\$25,626	29	38	24.89%	\$32,003.84
Addie	Mamie	Customer Service Representative	Finance-Utility Billing	\$30,760	29	38	15.38%	\$35,490.33
Bowens	Jason	Customer Service Representative-Senior	Finance-Utility Billing	\$26,663	33	42	24.89%	\$33,298.43
Venters	Teresa	Customer Service Specialist	Finance-Utility Billing	\$33,947	37	40	7.69%	\$36,556.82
Wilburn	Sherian	Customer Service Specialist	Finance-Utility Billing	\$39,818	37	40	3.00%	\$41,013.03
Clifton	Cara	Utilities Accounting Supervisor	Finance-Utility Billing	\$54,550	52	56	3.00%	\$56,186.85
Sanchez	Kristy	Utilities Collection Specialist	Finance-Utility Billing	\$30,314	37	40	7.69%	\$32,644.78
Marshall	Willie	Utilities Services Manager	Finance-Utility Billing	\$60,691	60	68	21.84%	\$73,945.48
Chavers	Krystal	Utility Billing Coordinator	Finance-Utility Billing	\$36,034	44	48	10.38%	\$39,774.71
Romero	Jesus	Utility Billing Specialist	Finance-Utility Billing	\$29,431	37	38	3.00%	\$30,313.89
Howell	Diana	Utility Billing Supervisor	Finance-Utility Billing	\$51,498	52	56	7.49%	\$55,352.80
Miller	Mary Ann	Director of Administration	Admin	\$99,656	84	90	15.97%	\$115,570.31
Hubbard	Bonnie	HR & Risk Manager	Admin-HR/Risk Management	\$73,382	74	77	7.69%	\$79,023.98
Edwards	Robyn	Human Resources Administrator	Admin-HR/Risk Management	\$50,668	59	64	13.14%	\$57,325.63
Turner	Shannan	Plant Maintenance Mechanic Apprentice	Admin-HR/Risk Management	\$40,571	50	55	13.14%	\$45,902.27
Isaac	Sheshieka	Payroll Administrator	Admin-HR/Risk Management	\$45,221	52	56	10.38%	\$49,915.26
Jones	Bridget	Payroll Specialist	Admin-HR/Risk Management	\$33,298	42	44	5.06%	\$34,984.19

Barry	Jorietha	Claims Specialist	Admin-HR/Risk Management	\$45,221	52	56	10.38%	\$49,915.26
Barnes	Sherese	Employee Benefits Specialist	Admin-HR/Risk Management	\$42,625	52	56	10.38%	\$47,049.94
Loyd	Lee	Safety Specialist	Admin-HR/Risk Management	\$50,198	50	56	10.27%	\$55,352.80
Everett	Lexie	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Birdsong	Emily	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Earnhart	Karl	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Ramsey	Bobbi Jean	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Spencer	Lillee	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Weems	Amanda	Animal Care Technician	Admin-Animal Services	\$26,013	32	38	15.97%	\$30,166.80
Allen	Nina	Animal Care Technician-Lead	Admin-Animal Services	\$31,694	40	46	15.97%	\$36,755.32
Mills	Brittany	Animal Care Technician-Lead	Admin-Animal Services	\$31,694	40	46	15.97%	\$36,755.32
Dominguez	Allison	Animal Care Technician-Senior	Admin-Animal Services	\$28,713	36	42	15.97%	\$33,298.39
Farrow	Lindsay	Animal Care Technician-Senior	Admin-Animal Services	\$28,713	36	42	15.97%	\$33,298.39
Ziegler	Megan	Animal Care Technician-Senior	Admin-Animal Services	\$28,713	36	42	15.97%	\$33,298.39
Johncock	Heather	Animal Control Dispatch	Admin-Animal Services	\$26,013	33	33	3.00%	\$26,793.12
White	Lauren	Animal Control Officer	Admin-Animal Services	\$28,994	34	40	15.97%	\$33,624.03
Ainsworth	Kenneth	Animal Control Officer	Admin-Animal Services	\$28,133	34	40	15.97%	\$32,625.40
Goodman	Nicole	Animal Control Officer-Senior	Admin-Animal Services	\$33,280	40	46	15.97%	\$38,594.60
Knox	Saylor	Animal Control Supervisor	Admin-Animal Services	\$40,571	50	54	10.38%	\$44,782.70
Kemper	Paul	Animal Services Manager	Admin-Animal Services	\$63,277	68	70	5.06%	\$66,480.38
Reynolds	Jacquelyn	Public Outreach Coordinator	Admin-Animal Services	\$38,406	40	46	12.59%	\$43,241.52
Brooks	Kimberly	Rescue/Foster Coordinator	Admin-Animal Services	\$26,793	32	38	15.97%	\$31,071.67
Prior	Dona	Veterinarian	Admin-Animal Services	\$80,558	70	77	15.41%	\$92,969.55
Stubbs	Lauren	Veterinarian Technician	Admin-Animal Services	\$31,694	40	48	21.84%	\$38,616.06
Cooper	Anna	Veterinarian Technician	Admin-Animal Services	\$31,694	40	48	21.84%	\$38,616.06
Dryden	Erin	Veterinarian Technician-Lead	Admin-Animal Services	\$34,984	44	52	21.84%	\$42,624.97
Merriman	Edwin	Judge	Admin-Municipal Court	\$108,188	78	88	5.00%	\$113,597.48
Frank	Naydeana	Municipal Court Accountant	Admin-Municipal Court	\$43,042	50	56	15.97%	\$49,915.18
Forbus	Sally	Municipal Court Administrator	Admin-Municipal Court	\$77,558	64	72	5.95%	\$82,171.54
Morgan	Greaker	Municipal Court Clerk	Admin-Municipal Court	\$26,013	32	38	15.97%	\$30,166.80
Obregon	Denise	Municipal Court Clerk	Admin-Municipal Court	\$26,013	32	38	15.97%	\$30,166.80
Rodriguez	Krystal	Municipal Court Clerk	Admin-Municipal Court	\$26,013	32	38	15.97%	\$30,166.80
Vega Martinez	Lesly	Municipal Court Clerk	Admin-Municipal Court	\$26,013	32	38	15.97%	\$30,166.80
Pitner	Samantha	Municipal Court Clerk	Admin-Municipal Court	\$26,793	32	38	15.97%	\$31,071.67
Morrow	Tyeshia	Municipal Court Clerk	Admin-Municipal Court	\$27,597	32	38	15.97%	\$32,003.97
Calderon	Lorena	Municipal Court Clerk-Senior	Admin-Municipal Court	\$32,036	38	41	7.69%	\$34,499.16
Lopez	Bellalinda	Municipal Court Clerk-Senior	Admin-Municipal Court	\$32,004	38	41	7.69%	\$34,464.72
Tyner	Oleta	Municipal Court Clerk-Senior	Admin-Municipal Court	\$32,004	38	41	7.69%	\$34,464.72
Clinton	Laura	Municipal Court Collections Specialist	Admin-Municipal Court	\$29,431	37	40	7.69%	\$31,693.92
Fleming	Kristen	Municipal Court Collections Specialist	Admin-Municipal Court	\$29,431	37	40	7.69%	\$31,693.92
Perez	Linda	Municipal Court Collections Specialist	Admin-Municipal Court	\$43,729	37	40	3.00%	\$45,041.28
Holloway	Jenna	Administrative Assistant	Business Support	\$30,921	39	41	5.06%	\$32,486.40
Spraggins	Kylee	Administrative Assistant	Business Support	\$31,849	39	41	5.06%	\$33,461.04
Davis	Shannon	Administrative Assistant	Business Support	\$32,804	39	41	5.06%	\$34,464.91
Jones	Brenda	Administrative Assistant	Business Support	\$30,921	39	41	5.06%	\$32,486.40
Bowie	Mitzi	Administrative Assistant	Business Support	\$33,981	39	41	5.06%	\$35,701.79
Jensky	Rosemarie	Administrative Assistant	Business Support	\$36,378	39	41	5.06%	\$38,219.20
Richardson	Leah	Administrative Assistant	Business Support	\$31,223	39	41	5.06%	\$32,804.08
Guerrero Jr	Ramon	Administrative Assistant	Business Support	\$30,921	39	41	5.06%	\$32,486.40
Oetken	Anne	Administrative Assistant	Business Support	\$32,804	39	41	5.06%	\$34,464.91
Zentz	Emily	Administrative Assistant	Business Support	\$32,964	39	41	5.06%	\$34,632.91

Castloo	Erica	Administrative Assistant	Business Support	\$31,830	39	41	5.06%	\$33,441.10
Veath	Cathy	Administrative Assistant	Business Support	\$32,672	38	41	5.06%	\$34,325.60
Stewart	Kathy	Administrative Assistant	Business Support	\$32,804	39	41	5.06%	\$34,464.91
Merriman	Nicole	Administrative Assistant	Business Support	\$32,804	39	41	5.06%	\$34,464.91
Fitts	Barbara	Administrative Assistant	Business Support	\$30,921	39	41	5.06%	\$32,486.40
Monge	Vivian	Administrative Assistant	Business Support	\$39,963	39	41	3.00%	\$41,162.20
Rosborough	Ashley	Administrative Assistant	Business Support	\$30,921	39	41	5.06%	\$32,486.40
Patterson	Laurin	Administrative Assistant	Business Support	\$32,785	39	41	5.06%	\$34,444.43
Black	Beverly	Administrative Assistant	Business Support	\$35,366	39	41	5.06%	\$37,156.11
Jaime	Natasha	Assistant Office Manager	Business Support	\$32,804	39	43	7.69%	\$35,326.54
Strawn	Amber	Assistant Office Manager	Business Support	\$32,469	40	43	7.69%	\$34,965.35
Grisham	Karen	Executive Assistant	Business Support	\$35,305	43	47	10.38%	\$38,970.56
Alvarado	Angela	Office Assistant	Business Support	\$25,626	29	33	10.38%	\$28,286.73
Moore	Ariana	Office Assistant	Business Support	\$24,155	29	33	10.38%	\$26,662.93
Clark	Linda	Office Assistant	Business Support	\$25,751	29	33	10.38%	\$28,424.77
Sailor	Jacqueline	Office Assistant	Business Support	\$26,520	29	33	10.38%	\$29,273.12
Barryer	Vanessa	Office Assistant	Business Support	\$26,524	29	33	10.38%	\$29,277.42
Heffner	Amber	Office Assistant	Business Support	\$24,880	29	33	10.38%	\$27,462.78
Jones	Candis	Office Manager (Non-Exempt)	Business Support	\$41,788	47	53	15.97%	\$48,461.25
Goodman-Keasler	Connie	Office Manager (Non-Exempt)	Business Support	\$48,669	47	53	5.61%	\$51,400.57
Johnson	Dietrich	Assistant Director of Community Services	Community Services-Admin	\$81,792	76	80	10.38%	\$90,283.17
Droege	Kimberly	Community Services Program Administrator	Community Services-Admin	\$57,680	56	60	5.93%	\$61,099.13
Hill	Laura	Director of Community Services	Community Services-Admin	\$117,708	84	88	3.63%	\$121,984.11
Golden	Dixie	Convention Complex Manager	Community Services-Maude Cobb	\$65,773	64	68	10.38%	\$72,601.06
Starling	Laura	Event Coordinator	Community Services-Maude Cobb	\$40,968	48	51	7.69%	\$44,117.71
Barbee	Bobbie	Event Monitor	Community Services-Maude Cobb	\$28,424	32	35	7.69%	\$30,609.80
Boyd	Leon	Event Monitor	Community Services-Maude Cobb	\$26,013	32	35	7.69%	\$28,012.88
Roquemore	Fabion	Event Monitor	Community Services-Maude Cobb	\$27,597	32	35	7.69%	\$29,718.86
Mathis	Geoffrey	Event Monitor	Community Services-Maude Cobb	\$26,793	32	35	7.69%	\$28,853.13
Stearns	Megan	Event Monitor	Community Services-Maude Cobb	\$32,645	32	35	3.00%	\$33,624.16
May	Tommy	Operations & Maintenance Supervisor	Community Services-Maude Cobb	\$39,775	48	54	15.97%	\$46,126.27
Eason	Patti	Grant Analyst	Community Services-Partners in Prevention	\$39,253	40	48	15.74%	\$45,430.62
Fuller	Holly	Partners In Prevention Manager	Community Services-Partners in Prevention	\$67,955	60	64	3.00%	\$69,994.08
Pierce	Whitney	Prevention Specialist	Community Services-Partners in Prevention	\$32,645	40	44	10.38%	\$36,033.77
Stoker	Jasmine	Program & Outreach Coordinator	Community Services-Partners in Prevention	\$32,645	40	44	10.38%	\$36,033.77
Kidd-Brooks	Leisha	Environmental Health Manager	Community Services-Environmental Health	\$63,896	66	70	10.38%	\$70,528.70
Farrar	John	Environmental Health Supervisor	Community Services-Environmental Health	\$60,730	56	60	3.00%	\$62,552.19
Smith	Deidra	Health Inspector Senior	Community Services-Environmental Health	\$42,377	49	53	10.38%	\$46,776.15
Brown	Gregory	Health Inspector Senior	Community Services-Environmental Health	\$50,268	49	53	3.00%	\$51,775.92
Jones	Rosalind	Health Inspector Senior	Community Services-Environmental Health	\$52,937	49	53	3.00%	\$54,525.42
Mundt	Judy	Vector Control Technician	Community Services-Environmental Health	\$37,519	40	44	9.70%	\$41,157.90
Brown	Dakota	Community Development Administrator	Community Services-Housing	\$47,050	56	60	10.38%	\$51,934.24
Mallard	Taketra	Housing Case Worker	Community Services-Housing	\$26,013	32	38	15.97%	\$30,166.80
Underwood	Maria	Housing Case Worker	Community Services-Housing	\$27,597	32	38	15.97%	\$32,003.97
Marshall	Cheteva	Housing Manager	Community Services-Housing	\$53,984	60	64	10.38%	\$59,587.73
Thomas Jr	Tommy	Housing Programs Inspector	Community Services-Housing	\$41,770	44	50	14.27%	\$47,730.54
Porter	Tammie	Housing Services Specialist	Community Services-Housing	\$36,034	44	48	10.38%	\$39,774.71
Richardson	Alanna	Housing Services Specialist	Community Services-Housing	\$34,984	44	48	10.38%	\$38,616.12
Arthur	Adrienne	Housing Supervisor	Community Services-Housing	\$48,461	56	58	5.06%	\$50,914.76
Medairy	Paula	Cataloging Assistant	Community Services-Library	\$26,419	23	30	10.26%	\$29,128.56
Pippins	Christian	Circulation Assistant	Community Services-Library	\$22,088	23	30	21.84%	\$26,912.13

Hunter	Brandon	Circulation Assistant	Community Services-Library	\$22,766	23	30	21.84%	\$27,737.67
Cade	Joshua	Librarian	Community Services-Library	\$39,775	48	54	15.97%	\$46,126.27
Shreves	Leah	Librarian	Community Services-Library	\$38,616	48	54	15.97%	\$44,782.70
Hamblin	David	Librarian	Community Services-Library	\$49,643	48	54	6.13%	\$52,685.59
Salazar	Cesareo	Library Assistant	Community Services-Library	\$26,013	32	36	10.38%	\$28,713.20
Hunter	Mackenzie	Library Assistant	Community Services-Library	\$28,424	32	36	10.38%	\$31,375.04
Dennis	Nunetta	Library Assistant	Community Services-Library	\$28,473	32	36	10.38%	\$31,428.71
Martin	Adam	Library Assistant	Community Services-Library	\$26,793	32	36	10.38%	\$29,574.46
Laminack	Linda	Library Assistant	Community Services-Library	\$31,119	32	36	8.55%	\$33,780.20
Oswald	Maria	Library Assistant-Senior	Community Services-Library	\$30,167	38	42	10.38%	\$33,298.75
Eldridge	Jennifer	Library Manager	Community Services-Library	\$68,475	70	71	3.00%	\$70,528.88
Yap	Wesly	Library Media Specialist	Community Services-Library	\$30,167	38	42	10.38%	\$33,298.46
Pegues	Bronwyn	Library Supervisor	Community Services-Library	\$45,221	52	58	15.97%	\$52,442.22
Dorn	Marjorie	Library Supervisor	Community Services-Library	\$42,625	52	58	15.97%	\$49,431.84
Yeakley	Jenna	Library Supervisor	Community Services-Library	\$43,904	52	58	15.97%	\$50,914.72
Burford	Cassandra	Library Supervisor	Community Services-Library	\$42,625	52	58	15.97%	\$49,431.81
Self	Ingrid	Assistant Director of Development Services	Development Services-Admin	\$86,793	76	80	10.38%	\$95,803.45
Wylly	Vance	Development Services Manager	Development Services-Admin	\$59,045	64	70	15.97%	\$68,474.35
Fields	Andrew	Development Services Technician	Development Services-Admin	\$37,115	44	46	5.06%	\$38,993.95
Flowers	Quory	Development Services Technician Senior	Development Services-Admin	\$43,444	48	50	5.06%	\$45,643.27
Shirley	Michael	Director of Development Services	Development Services-Admin	\$99,656	84	90	15.97%	\$115,570.01
Edgecomb	Jessica	Permit Technician	Development Services-Admin	\$28,149	34	38	10.38%	\$31,071.69
Wade	Deann	Permit Technician-Senior	Development Services-Admin	\$29,431	37	42	13.14%	\$33,298.43
Laastad	Devon	Permit Technician-Senior	Development Services-Admin	\$30,444	37	42	13.14%	\$34,444.21
Jenkins	Ralph	Building Inspector-Combination	Development Services-Building Inspection	\$46,738	50	52	5.06%	\$49,103.96
Melton	Ryan	Building Inspector-Senior	Development Services-Building Inspection	\$46,738	54	56	5.06%	\$49,103.96
Keebaugh	Todd	Building Inspector-Senior	Development Services-Building Inspection	\$47,770	54	56	5.06%	\$50,188.15
Williams	Dennis	Building Inspector-Senior	Development Services-Building Inspection	\$59,328	54	56	3.00%	\$61,107.94
Russell	Terri	Plans Examiner	Development Services-Building Inspection	\$49,240	50	54	7.00%	\$52,685.59
Stanley	Cheryl	Plans Examiner	Development Services-Building Inspection	\$49,440	50	54	6.57%	\$52,685.59
Hale	Wesley	Code Compliance Inspector	Development Services-Code Compliance	\$36,034	44	48	10.38%	\$39,774.71
Turner	Todd	Code Compliance Inspector	Development Services-Code Compliance	\$36,034	44	48	10.38%	\$39,774.71
Pickard	Eddie	Code Compliance Inspector-Senior	Development Services-Code Compliance	\$39,775	48	51	7.69%	\$42,832.83
James	Kenneth	Code Compliance Manager	Development Services-Code Compliance	\$53,492	60	65	13.14%	\$60,521.45
Graves	Sabrina	Environmental Compliance Inspector	Development Services-Code Compliance	\$44,501	51	55	10.38%	\$49,120.87
Choy	Angela	City Planner	Development Services-Planning	\$70,529	70	71	3.00%	\$72,644.77
McBride	Bryan	Planner	Development Services-Planning	\$43,276	50	54	10.38%	\$47,769.14
Wyers	Macie	Transportation Planning Manager	Development Services-MPO	\$57,326	64	65	3.00%	\$59,045.35
Hester	Henry	Assistant Fire Chief	Fire	\$98,571	80	86	15.97%	\$114,311.77
Bates	David	Assistant Fire Chief	Fire	\$101,197	80	86	14.73%	\$116,106.23
Johnson	Breanna	EMS Account Specialist	Fire	\$30,314	37	38	3.00%	\$31,223.34
Bryant	Wanda	EMS Billing Specialist	Fire	\$29,431	37	38	3.00%	\$30,313.89
Culpepper	Linda	EMS Billing Specialist	Fire	\$29,431	37	38	3.00%	\$30,313.89
Raines	Karla	EMS Billing Specialist	Fire	\$29,431	37		3.00%	\$30,313.89
Cummings	Bianca	Fire Administrator	Fire	\$43,904	52	53	3.00%	\$45,220.71
Steelman	John	Fire Chief	Fire	\$122,920	88	94	15.09%	\$141,464.17
Koepke	Scarlet	Fire Education Specialist	Fire	\$33,298	42	46	10.38%	\$36,755.27
McLane	Joseph	Fire Inspector/Code Compliance Officer-Comb	Fire	\$42,349	48	52	10.38%	\$46,745.15
Westbrook	Joey	Asset Management Administrator	Information Services	\$48,461	56	58	5.06%	\$50,914.76
Atluri	Mohana	Data Analyst	Information Services	\$48,226	57	63	15.97%	\$55,927.49
Hawbaker Jr	Jerry	Database Developer	Information Services	\$61,734	67	72	13.14%	\$69,845.92

Moser Jr	Roger	GIS Supervisor	Information Services	\$57,141	57	64	18.03%	\$67,442.01
Stremmel	Wesley	GIS Technician	Information Services	\$41,167	47	48	3.00%	\$42,402.38
Arreguin	Marcus	GIS Technician-Senior	Information Services	\$41,585	51	52	3.00%	\$42,832.74
Cure	Justin	Director of Information Services	Information Services	\$93,635	90	90	15.97%	\$108,588.01
Gore	Blake	Enterprise Solutions Designer-Applications	Information Services	\$75,216	75	79	10.38%	\$83,024.30
Gamble	Joshua	Enterprise Solutions Designer-Infrastructure	Information Services	\$65,493	67	79	10.38%	\$72,292.26
Richardson	Jacob	Information Technology Specialist	Information Services	\$39,581	49	53	10.38%	\$43,690.42
Saunders	Scott	Information Technology Specialist	Information Services	\$39,581	49	53	10.38%	\$43,690.42
Foster	Charlina	Information Technology Specialist	Information Services	\$41,992	49	53	10.38%	\$46,351.11
Boughton	Brandon	Information Technology Specialist	Information Services	\$40,769	49	53	10.38%	\$45,001.10
Pitner	Colton	Information Technology Specialist	Information Services	\$40,769	49	53	10.38%	\$45,001.10
Yadon	Dillon	Information Technology Specialist	Information Services	\$40,769	49	53	10.38%	\$45,001.10
Davis	Leesa	IT Support Technician	Information Services	\$36,209	43	47	10.38%	\$39,968.42
Allen	Joshua	IT Systems Analyst	Information Services	\$48,432	57	63	15.97%	\$56,166.60
Caron	Scott	Director of Parks & Recreation	Parks	\$99,656	84	90	15.97%	\$115,570.01
Andino	Ricardo	Crew Leader (Parks)	Parks-Operations & Maintenance	\$35,326	42	48	15.97%	\$40,967.86
Jones	Jason	Crew Leader (Parks)	Parks-Operations & Maintenance	\$34,297	42	48	15.97%	\$39,774.45
Corrigan	Michael	Crew Leader (Parks)	Parks-Operations & Maintenance	\$35,326	42	48	15.97%	\$40,967.56
Cranford	Christopher	Crew Leader (Parks)	Parks-Operations & Maintenance	\$35,326	42	48	15.97%	\$40,967.56
Evans	Terry	Custodial/Maintenance Worker	Parks-Operations & Maintenance	\$24,273	28	34	15.97%	\$28,149.33
Malone	Tiffany	Custodial/Maintenance Worker	Parks-Operations & Maintenance	\$25,001	28	34	15.97%	\$28,993.89
Romero	Jesus	Custodial/Maintenance Worker	Parks-Operations & Maintenance	\$31,884	28	34	3.00%	\$32,840.31
Duncan II	Joe	Equipment Repair Technician (Parks)	Parks-Operations & Maintenance	\$34,634	40	40	7.66%	\$37,287.02
Davis	Kenneth	Maintenance Supervising Technician	Parks-Operations & Maintenance	\$42,386	44	48	7.18%	\$45,430.62
Garcia Lopez	Carlos	Maintenance Worker (Parks)	Parks-Operations & Maintenance	\$23,566	28	34	15.97%	\$27,329.50
Gonzalez	Eduardo	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$27,594	32	38	15.97%	\$32,000.65
Adair	Brandon	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$26,013	32	38	15.97%	\$30,166.80
Messer	Kenneth	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$26,013	32	38	15.97%	\$30,166.80
Morrison	Marcus	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$26,013	32	38	15.97%	\$30,166.80
Lee	Michael	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$26,793	32	38	15.97%	\$31,071.67
Jones Jr	Wilton	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$27,597	32	38	15.97%	\$32,003.97
Kenney	Boris	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$27,597	32	38	15.97%	\$32,003.97
Kirkland II	Larry	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$27,597	32	38	15.97%	\$32,003.97
Stephens	Ryan	Maintenance Worker-Senior (Parks)	Parks-Operations & Maintenance	\$27,597	32	38	15.97%	\$32,003.97
Small	James	Operations & Maintenance Supervisor	Parks-Operations & Maintenance	\$40,968	48	54	15.97%	\$47,509.95
Tomanio	Michael	Operations & Maintenance Supervisor	Parks-Operations & Maintenance	\$45,680	48	54	15.34%	\$52,685.59
Bostick Jr	Elgie	Parks Operations and Maintenance Manager	Parks-Operations & Maintenance	\$71,668	64	68	3.87%	\$74,443.36
Sorrells	Caden	Aquatic Program Coordinator	Parks-Recreation	\$41,158	44	48	10.38%	\$45,430.73
Houser	Loren	Athletic Coordinator	Parks-Recreation	\$34,984	44	47	7.69%	\$37,674.26
Eneman	Harry	Athletic Program Supervisor	Parks-Recreation	\$53,722	50	50	3.00%	\$55,333.37
Pyle	Seth	Parks and Recreation Manager	Parks-Recreation	\$60,817	64	68	10.38%	\$67,130.15
Crawford	Sondra	Recreation Assistant-Senior	Parks-Recreation	\$27,597	32	35	7.69%	\$29,718.86
Russ	Joey	Recreation Center Supervisor	Parks-Recreation	\$54,797	52	56	3.00%	\$56,440.99
Collier	Randell	Recreation Coordinator	Parks-Recreation	\$34,984	44	47	7.69%	\$37,674.26
Ward	James	Recreation Coordinator	Parks-Recreation	\$34,984	44	47	7.69%	\$37,674.26
Williams	Wanda	Recreation Coordinator	Parks-Recreation	\$34,984	44	47	7.69%	\$37,674.26
Bibb	Daniel	Recreation Coordinator	Parks-Recreation	\$45,221	44	47	3.00%	\$46,577.38
Ward	Leah	Recreation Supervisor	Parks-Recreation	\$43,877	52	56	10.38%	\$48,432.37
Babyak	Jamie	Reservation Billing Coordinator	Parks-Recreation	\$38,616	48	51	7.69%	\$41,585.19
Owens Jr	William	Sports Tourism Coordinator	Parks-Recreation	\$52,704	54	54	3.00%	\$54,285.47
Boone	Anthony	Assistant Police Chief	Police	\$105,833	80	86	9.71%	\$116,106.23

Krpata	Marlene	Crime Intelligence Analyst	Police	\$32,645	40	50	28.01%	\$41,788.13
Manion	Jadonna	Law Enforcement Crime Analyst	Police	\$37,080	40	50	28.01%	\$47,465.74
Bishop	Michael	Police Chief	Police	\$118,421	88	94	15.97%	\$137,332.24
Olson	Susan	Police Operations Assistant	Police	\$26,524	29	32	7.69%	\$28,563.34
Wallace	Annette	Police Operations Assistant	Police	\$31,205	29	32	3.00%	\$32,141.09
Dobbs	Melissa	Police Records Administrator	Police	\$47,050	56	60	10.38%	\$51,934.24
Ridgway	Elizabeth	Property & Evidence Specialist	Police	\$29,846	34	40	15.97%	\$34,612.12
Knapp	Sloane	Records Specialist	Police	\$27,597	32	40	21.84%	\$33,624.17
Pendleton	Amanda	Records Specialist	Police	\$27,597	32	40	21.84%	\$33,624.17
Bates	Constance	Records Specialist-Senior	Police	\$35,672	40	46	15.97%	\$41,368.58
Burt	Daina	Records Specialist-Senior	Police	\$35,672	40	46	15.97%	\$41,368.58
Venters	Patricia	Records Specialist-Senior	Police	\$40,920	40	46	5.67%	\$43,241.52
Sorrell	Lynda	Victims Services Coordinator	Police	\$40,769	49	52	7.69%	\$43,903.52
Nevill	Charenda	Communications Administrator	Police-Telecommunications	\$57,256	58	60	5.06%	\$60,154.75
Ainsworth	Matthew	Public Safety Communications Manager	Police-Telecommunications	\$65,773	67	70	7.69%	\$70,830.59
Peace	Bradley	Systems & Technology Specialist	Police-Telecommunications	\$47,510	54	56	5.06%	\$49,915.26
Haydel	Rhonda	Systems & Technology Specialist-Senior	Police-Telecommunications	\$47,510	54	56	5.06%	\$49,915.26
Fletcher	Ciara	Systems & Technology Specialist-Senior	Police-Telecommunications	\$44,783	54	56	5.06%	\$47,049.78
Crafton	Lillie	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Fox	Sarah	Telecommunications Operator	Police-Telecommunications	\$32,486	37	43	5.06%	\$34,130.83
Martin	Meosha	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Nolan	Jennifer	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Savage	Michele	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Strawn	Ethan	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Wade	Tiffani	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Woodard	Constance	Telecommunications Operator	Police-Telecommunications	\$32,486	41	43	5.06%	\$34,130.83
Prew	Jessica	Telecommunications Operator-Lead	Police-Telecommunications	\$43,156	49	51	5.06%	\$45,340.88
Shrewsbury	James	Telecommunications Operator-Lead	Police-Telecommunications	\$39,581	49	51	5.06%	\$41,585.17
Raven	Debra	Telecommunications Operator-Lead	Police-Telecommunications	\$52,179	49	51	3.00%	\$53,744.25
Arnaud	Maya	Telecommunications Operator-Senior	Police-Telecommunications	\$36,188	45	47	5.06%	\$38,019.85
Benton	Stephanie	Telecommunications Operator-Senior	Police-Telecommunications	\$36,188	45	47	5.06%	\$38,019.85
Johnston	Sheridan	Telecommunications Operator-Senior	Police-Telecommunications	\$36,188	45	47	5.06%	\$38,019.85
Nichols	Kayla	Telecommunications Operator-Senior	Police-Telecommunications	\$36,188	45	47	5.06%	\$38,019.85
Sexton	Kristi	Telecommunications Operator-Senior	Police-Telecommunications	\$36,188	45	47	5.06%	\$38,019.85
Garcia	Leah	Telecommunications Operator-Senior	Police-Telecommunications	\$37,274	45	47	5.06%	\$39,160.85
Groth	Autumn	Telecommunications Operator-Senior	Police-Telecommunications	\$35,859	45	47	5.06%	\$37,674.30
Timmins	Ashley	Telecommunications Operator-Senior	Police-Telecommunications	\$35,859	45	47	5.06%	\$37,674.30
Trumble	Kristy	Telecommunications Operator-Senior	Police-Telecommunications	\$35,859	45	47	5.06%	\$37,674.30
Davis	Miranda	Telecommunications Operator-Senior	Police-Telecommunications	\$41,942	45	47	5.06%	\$44,064.94
Lanier	Rebecca	Telecommunications Operator-Senior	Police-Telecommunications	\$43,851	45	47	3.00%	\$45,166.34
Bauer	Lesleigh	Telecommunications Operator-Senior	Police-Telecommunications	\$43,851	45	47	3.00%	\$45,166.61
Lawson	Casey	Telecommunications Supervisor	Police-Telecommunications	\$52,702	55	57	5.06%	\$55,370.04
Ross	Randy	Telecommunications Supervisor	Police-Telecommunications	\$47,251	55	57	5.06%	\$49,642.64
Yates	Patti	Telecommunications Supervisor	Police-Telecommunications	\$47,251	55	57	5.06%	\$49,642.64
Chandler	Kimberly	Telecommunications Training Coordinator	Police-Telecommunications	\$55,589	55	57	3.00%	\$57,256.71
McPhee	Rolin	Director of Public Works	Public Works-Admin	\$111,394	86	94	21.84%	\$135,723.26
Malone	Jennifer	Right-of-Way Agent	Public Works-Admin	\$55,097	60	64	10.38%	\$60,816.62
Duenas	Oliverio	Crew Leader (Beautification)	Public Works-Beautification	\$34,297	42	48	15.97%	\$39,774.45
Johnson	Garry	Crew Leader (Beautification)	Public Works-Beautification	\$35,326	42	48	15.97%	\$40,967.56
Pipkins	Curtis	Equipment Operator (Beautification)	Public Works-Beautification	\$29,845	36	42	15.97%	\$34,611.51
Pegues	Rogers	Maintenance Worker (Beautification)	Public Works-Beautification	\$24,273	28	34	15.97%	\$28,149.33

Johnson	Charles	Maintenance Worker-Senior (Beautification)	Public Works-Beautification	\$28,424	32	38	15.97%	\$32,963.40
Sheffield	Dewaylon	Maintenance Worker-Senior (Beautification)	Public Works-Beautification	\$28,424	32	38	15.97%	\$32,963.40
Ellsworth	Amanda	Right-of-Way Supervisor	Public Works-Beautification	\$40,153	48	52	10.38%	\$44,320.94
Wimberly	John	Compost Coordinator	Public Works-Compost	\$44,243	48	54	15.97%	\$51,308.20
Shipman Jr	Billy	Equipment Operator (Sanitation)	Public Works-Compost	\$30,462	36	42	15.97%	\$35,326.12
Hawkins	Erik	Concrete Finisher	Public Works-Drainage	\$29,574	36	42	15.97%	\$34,297.33
Abelardo	Joseph	Concrete Finisher	Public Works-Drainage	\$28,713	36	42	15.97%	\$33,298.39
Lamana	Kevin	Crew Leader (Drainage)	Public Works-Drainage	\$35,305	42	48	15.97%	\$40,943.44
Ponce	Aristoteles	Crew Leader (Drainage)	Public Works-Drainage	\$36,243	42	48	15.97%	\$42,030.72
Zuniga	Gregorio	Crew Leader (Drainage)	Public Works-Drainage	\$34,297	42	48	15.97%	\$39,774.45
Rimes	Carlos	Crew Leader (Drainage)	Public Works-Drainage	\$35,326	42	48	15.97%	\$40,967.56
Henderson	Garnell	Crew Leader (Drainage)	Public Works-Drainage	\$35,306	42	48	15.97%	\$40,943.74
Gaut Jr	Walter	Crew Leader (Drainage)	Public Works-Drainage	\$39,189	42	48	15.93%	\$45,430.62
Hutchings	Rhonda	Equipment Operator (Drainage)	Public Works-Drainage	\$32,933	40	42	15.97%	\$38,192.07
Tucker	Lawrence	Equipment Operator (Drainage)	Public Works-Drainage	\$31,699	40	42	15.97%	\$36,761.35
Slaughter	Samuel	Equipment Operator (Drainage)	Public Works-Drainage	\$29,845	36	42	15.97%	\$34,611.51
Hawkins	Trent	Equipment Operator (Drainage)	Public Works-Drainage	\$28,713	36	42	15.97%	\$33,298.39
Benton	Eddie	Equipment Operator (Drainage)	Public Works-Drainage	\$28,713	36	42	15.97%	\$33,298.39
Templeton	Charlie	Equipment Operator-Senior (Drainage)	Public Works-Drainage	\$32,645	40	45	13.14%	\$36,934.62
Maxey	Marcus	Maintenance Worker (Drainage)	Public Works-Drainage	\$24,273	28	34	15.97%	\$28,149.33
Waddell	Timothy	Maintenance Worker (Drainage)	Public Works-Drainage	\$24,273	28	34	15.97%	\$28,149.33
Henderson	Tyler	Maintenance Worker (Streets)	Public Works-Drainage	\$24,273	28	34	15.97%	\$28,149.33
Alvarado	Pedro	Maintenance Worker (Streets)	Public Works-Drainage	\$25,001	28	34	15.97%	\$28,993.89
Recinos	Luis	Maintenance Worker-Senior (Drainage)	Public Works-Drainage	\$28,616	32	38	15.97%	\$33,185.32
Watson	Robert	Project Manager	Public Works-Drainage	\$72,982	66	70	7.17%	\$78,212.05
Brooks	Elroy	Public Works Manager	Public Works-Drainage	\$62,641	64	72	21.84%	\$76,322.00
Galusha	Keith	Public Works Supervisor (Drainage)	Public Works-Drainage	\$43,463	48	54	15.97%	\$50,403.34
Wallace	Kim	Public Works Supervisor (Drainage)	Public Works-Drainage	\$42,197	48	54	15.97%	\$48,935.24
Bradley	Alton	City Engineer	Public Works-Engineering	\$91,589	74	84	20.66%	\$110,511.58
Debord	Quade	Construction Engineering Inspector	Public Works-Engineering	\$35,859	45	51	15.97%	\$41,585.38
Davis	Bradley	Engineering Inspector	Public Works-Engineering	\$41,235	45	51	15.97%	\$47,819.61
Ferguson	Daniel	Engineering Inspector	Public Works-Engineering	\$36,400	45	51	15.97%	\$42,212.84
Gamble	Jackie	Engineering Technician	Public Works-Engineering	\$43,687	43	49	6.59%	\$46,566.38
Shaner	Zachary	Project Manager	Public Works-Engineering	\$60,228	66	70	10.38%	\$66,480.11
Chumbley	Kevin	City Architect	Public Works-Facility Services	\$81,112	68	74	6.43%	\$86,331.47
Jeffrey	Darryl	Maintenance Specialist	Public Works-Facility Services	\$26,793	32	38	15.97%	\$31,071.67
Smith	Timothy	Maintenance Specialist	Public Works-Facility Services	\$26,013	32	38	15.97%	\$30,166.80
Romero	Kenneth	Maintenance Specialist	Public Works-Facility Services	\$31,719	32	38	11.89%	\$35,490.33
Castillo	Robert	Mechanical Systems Technician	Public Works-Facility Services	\$34,984	44	50	15.97%	\$40,571.06
McCoy	Clayton	Mechanical Systems Technician	Public Works-Facility Services	\$34,984	44	50	15.97%	\$40,571.06
Hagenbucher	Shawn	Operations & Maintenance Supervisor	Public Works-Facility Services	\$38,971	48	54	15.97%	\$45,194.27
Rodgers	Karrie	Fleet Service Writer	Public Works-Fleet Services	\$37,478	42	45	7.69%	\$40,359.66
Keasler	Jon	Fleet Services Manager	Public Works-Fleet Services	\$59,045	64	72	21.84%	\$71,940.87
Bolter	Virgil	Fleet Services Supervisor	Public Works-Fleet Services	\$46,126	54	58	10.38%	\$50,914.56
Hines	Christopher	Fleet Shop Crew Leader	Public Works-Fleet Services	\$42,781	48	53	13.14%	\$48,403.27
Taylor	Richard	Fleet Technician	Public Works-Fleet Services	\$32,645	40	45	13.14%	\$36,934.62
Thomas	Coby	Fleet Technician	Public Works-Fleet Services	\$32,645	40	45	13.14%	\$36,934.62
Webb	Jonathon	Fleet Technician	Public Works-Fleet Services	\$32,645	40	45	13.14%	\$36,934.62
Reed Jr	Walter	Fleet Technician	Public Works-Fleet Services	\$34,634	40	45	13.14%	\$39,184.69
Lynch	Austin	Fleet Technician	Public Works-Fleet Services	\$31,694	40	45	13.14%	\$35,858.85
Mohr Jr	Clinton	Fleet Technician	Public Works-Fleet Services	\$31,694	40	45	13.14%	\$35,858.85

Williams	Robert	Fleet Technician-Senior	Public Works-Fleet Services	\$42,683	44	49	9.10%	\$46,566.38
Tate	Samantha	Parts Technician	Public Works-Fleet Services	\$26,793	32	35	7.69%	\$28,853.13
Johnson	Bradley	Instrument SCADA Specialist- Senior	Public Works-Plant Automation	\$54,797	52	56	3.00%	\$56,440.99
Kranz	James	Instrument SCADA Specialist-Senior	Public Works-Plant Automation	\$56,441	52	56	3.00%	\$58,134.29
Snapp	Christopher	SCADA Controls Group Manager	Public Works-Plant Automation	\$75,126	70	74	10.38%	\$82,925.58
Archer	Dwayne	Assistant Director of Public Works	Public Works-Sanitation	\$89,971	76	82	15.97%	\$104,338.99
Evans	Warren	Equipment Operator (Sanitation)	Public Works-Sanitation	\$30,462	36	42	15.97%	\$35,326.12
Woolridge	LaRonn	Equipment Operator (Sanitation)	Public Works-Sanitation	\$30,462	36	42	15.97%	\$35,326.12
Turner	Eldon	Equipment Operator (Sanitation)	Public Works-Sanitation	\$31,430	36	42	15.97%	\$36,448.68
Bailey	LaMarcus	Equipment Operator (Sanitation)	Public Works-Sanitation	\$28,713	36	42	15.97%	\$33,298.39
Barrow	Christopher	Equipment Operator (Sanitation)	Public Works-Sanitation	\$28,713	36	42	15.97%	\$33,298.39
Evans	Marcus	Equipment Operator (Sanitation)	Public Works-Sanitation	\$28,713	36	42	15.97%	\$33,298.39
McDonnell	Thomas	Equipment Operator (Sanitation)	Public Works-Sanitation	\$28,713	36	42	15.97%	\$33,298.39
Onofre	Robert	Equipment Operator (Sanitation)	Public Works-Sanitation	\$28,713	36	42	15.97%	\$33,298.39
Alex	Tonia	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,985	40	45	13.14%	\$36,187.73
Hudson	Mana	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,985	40	45	13.14%	\$36,187.73
Portley	Rodney	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,985	40	45	13.14%	\$36,187.73
Reese	Burnett	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,985	40	45	13.14%	\$36,187.73
Westmoreland	Kenneth	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,985	40	45	13.14%	\$36,187.73
Jones	Stephanie	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,694	40	45	13.14%	\$35,858.85
Shirley	Christopher	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$31,694	40	45	13.14%	\$35,858.85
Taylor	Eric	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$33,897	40	45	13.14%	\$38,351.03
Allen	Vickey	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$34,809	40	45	13.14%	\$39,382.96
Stone	Teresa	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$32,909	40	45	13.14%	\$37,233.78
Miller	Michael	Equipment Operator-Senior (Sanitation)	Public Works-Sanitation	\$39,181	40	45	7.67%	\$42,186.84
Williams	Jelani	Maintenance Worker (Sanitation)	Public Works-Sanitation	\$25,001	28	34	15.97%	\$28,993.89
Wigington	Michael	Recycling Coordinator	Public Works-Sanitation	\$52,245	48	54	3.00%	\$53,812.54
Gibbs	Todd	Solid Waste & Beautification Manager	Public Works-Sanitation	\$57,326	64	72	21.84%	\$69,845.65
Thomas	James	Solid Waste Crew Leader	Public Works-Sanitation	\$38,445	42	48	15.97%	\$44,584.00
Nesbitt	Courtney	Solid Waste Crew Leader	Public Works-Sanitation	\$35,325	42	48	15.97%	\$40,966.66
Anderson	Larry	Solid Waste Crew Leader	Public Works-Sanitation	\$35,326	42	48	15.97%	\$40,967.56
Noth	Lonnie	Solid Waste Supervisor	Public Works-Sanitation	\$40,968	48	54	15.97%	\$47,509.95
Flanagan	Kenneth	Crew Leader (Streets)	Public Works-Streets	\$36,386	42	48	15.97%	\$42,197.16
Smith	Steven	Crew Leader (Streets)	Public Works-Streets	\$36,386	42	48	15.97%	\$42,197.16
Ponce	Pedro	Equipment Operator (Streets)	Public Works-Streets	\$30,462	36	42	15.97%	\$35,326.12
White Jr	Tory	Equipment Operator (Streets)	Public Works-Streets	\$29,574	36	42	15.97%	\$34,297.33
Bosworth	Errington	Equipment Operator (Streets)	Public Works-Streets	\$28,713	36	42	15.97%	\$33,298.39
Bright	Chad	Equipment Operator (Streets)	Public Works-Streets	\$28,713	36	42	15.97%	\$33,298.39
Tarton	Ashley	Equipment Operator (Streets)	Public Works-Streets	\$28,713	36	42	15.97%	\$33,298.39
Patterson	Steven	Equipment Operator-Senior (Streets)	Public Works-Streets	\$37,210	40	45	13.37%	\$42,186.84
Flanagan	Decorquian	Equipment Operator-Senior (Streets)	Public Works-Streets	\$31,694	40	45	13.14%	\$35,858.85
Cox	Tavious	Maintenance Worker (Streets)	Public Works-Streets	\$26,013	28	34	15.97%	\$30,166.80
Buffin	Thai	Maintenance Worker (Streets)	Public Works-Streets	\$23,566	28	34	15.97%	\$27,329.50
Hayley	Tyrique	Maintenance Worker (Streets)	Public Works-Streets	\$23,566	28	34	15.97%	\$27,329.50
Cawthon	Steven	Maintenance Worker (Streets)	Public Works-Streets	\$26,379	28	34	15.97%	\$30,591.95
Waddell	Tyler	Maintenance Worker (Streets)	Public Works-Streets	\$25,001	28	34	15.97%	\$28,993.89
Hulen	Markus	Maintenance Worker-Senior (Streets)	Public Works-Streets	\$33,440	32	38	6.13%	\$35,490.33
Comer Jr	Richard	Signs & Marking Technician Apprentice	Public Works-Traffic	\$23,566	28	32	10.38%	\$26,012.61
Ha	Chi	Traffic Engineer	Public Works-Traffic	\$83,047	72	74	3.95%	\$86,331.47
Covington	Keith	Traffic Signal Supervisor	Public Works-Traffic	\$44,333	50	56	15.97%	\$51,412.53
Fleming	Steven	Traffic Signal Technician-Senior	Public Works-Traffic	\$35,305	43	50	18.87%	\$41,967.03

Leach	Donald	Traffic Signal Technician-Senior	Public Works-Traffic	\$36,343	43	50	18.87%	\$43,199.86
Evans	Ricky	Collection & Distribution Manager	Public Works-Wastewater Collection	\$71,641	64	72	14.70%	\$82,172.00
Young	Darryl	Crew Leader (Waste Water Coll 80)	Public Works-Wastewater Collection	\$38,006	42	48	15.97%	\$44,075.63
Francis	Robert	Crew Leader (Waste Water Coll 80)	Public Works-Wastewater Collection	\$35,326	42	48	15.97%	\$40,967.56
Stevens	Andy	Crew Leader (Waste Water Coll 80)	Public Works-Wastewater Collection	\$39,212	42	48	15.86%	\$45,430.62
Writt	Herman	Equipment Operator (Waste Water Coll 80)	Public Works-Wastewater Collection	\$30,462	36	42	15.97%	\$35,326.12
Hawkins	DelMarrio	Equipment Operator (Waste Water Coll 80)	Public Works-Wastewater Collection	\$29,574	36	42	15.97%	\$34,297.33
Allen	Paul	Equipment Operator-Senior (Waste Water Coll)	Public Works-Wastewater Collection	\$37,210	40	45	13.37%	\$42,186.84
Leftridge	Dwayne	Equipment Operator-Senior (Waste Water Coll)	Public Works-Wastewater Collection	\$32,645	40	45	13.14%	\$36,934.62
Buckland	Tommy	Maintenance Supply Worker	Public Works-Wastewater Collection	\$29,864	34	37	7.69%	\$32,159.83
Portley	Brandon	Maintenance Worker (Waste Water Coll 80)	Public Works-Wastewater Collection	\$23,566	28	34	15.97%	\$27,329.50
Pegues	James	Maintenance Worker (Waste Water Coll 80)	Public Works-Wastewater Collection	\$26,379	28	34	15.97%	\$30,591.95
Tolbert	Kenneth	Maintenance Worker (Waste Water Coll 80)	Public Works-Wastewater Collection	\$26,379	28	34	15.97%	\$30,591.95
Whitt	Gary	Maintenance Worker (Waste Water Coll 80)	Public Works-Wastewater Collection	\$25,001	28	34	15.97%	\$28,993.89
Taylor	Delrick	Maintenance Worker (Water Dist 73)	Public Works-Wastewater Collection	\$23,566	28	34	15.97%	\$27,329.50
Rollins	Bradford	Maintenance Worker-Senior (Waste Water Coll)	Public Works-Wastewater Collection	\$26,013	32	38	15.97%	\$30,166.80
Horne	Lawrence	Maintenance Worker-Senior (Waste Water Coll)	Public Works-Wastewater Collection	\$26,793	32	38	15.97%	\$31,071.67
Rouse Jr	Kenneth	Maintenance Worker-Senior (Waste Water Coll)	Public Works-Wastewater Collection	\$38,227	32	38	3.00%	\$39,373.30
Waddell	Timothy	Public Works Supervisor (Waste Water Coll 80)	Public Works-Wastewater Collection	\$50,900	48	54	3.51%	\$52,685.59
Gonzalez	Vanessa	Water Service Representative	Public Works-Wastewater Collection	\$27,330	34	38	10.38%	\$30,166.81
Carrillo	Victor	Water Service Representative Apprentice	Public Works-Wastewater Collection	\$23,566	28	32	10.38%	\$26,012.61
Floyd	Ja'lon	Water Service Representative Apprentice	Public Works-Wastewater Collection	\$23,566	28	32	10.38%	\$26,012.61
Willhoit	Sara	Water Service Representative Apprentice	Public Works-Wastewater Collection	\$23,566	28	32	10.38%	\$26,012.61
Roadcap	Kyle	Water Services Supervisor	Public Works-Wastewater Collection	\$43,904	52	56	10.38%	\$48,461.36
Petty	Terry	Environmental Technician	Public Works-Wastewater Treatment	\$46,323	45	49	3.00%	\$47,713.12
Wise	Jerry	Industrial Pretreatment Inspector-Senior (WWTP)	Public Works-Wastewater Treatment	\$44,548	48	51	7.69%	\$47,972.91
Brautigam	Marvin	Industrial Pretreatment Supervisor	Public Works-Wastewater Treatment	\$60,351	56	60	3.00%	\$62,161.47
Metcalf	James	Lab Technician (WWTP)	Public Works-Wastewater Treatment	\$36,755	46	49	7.69%	\$39,581.29
Reynolds III	Joel	Plant Maintenance Mechanic (WWTP)	Public Works-Wastewater Treatment	\$35,505	42	45	7.69%	\$38,234.53
House	Carson	Plant Maintenance Mechanic (WWTP)	Public Works-Wastewater Treatment	\$34,297	42	45	7.69%	\$36,934.53
Smith	Jefferey	Plant Maintenance Mechanic (WWTP)	Public Works-Wastewater Treatment	\$34,678	42	45	7.69%	\$37,344.43
Pickard	Justin	Plant Maintenance Mechanic-Lead (WWTP)	Public Works-Wastewater Treatment	\$42,171	50	53	7.69%	\$45,414.07
Molina	Mauricio	Plant Maintenance Mechanic-Lead (WWTP)	Public Works-Wastewater Treatment	\$41,788	50	53	7.69%	\$45,001.08
Crocker	Riley	Plant Maintenance Supervisor (WWTP)	Public Works-Wastewater Treatment	\$54,282	56	60	10.38%	\$59,916.62
Baggett	Thomas	Utility Plant Manager	Public Works-Wastewater Treatment	\$74,463	64	72	10.35%	\$82,171.54
Morris	Trisha	Utility Plant Operator (Waste Water)	Public Works-Wastewater Treatment	\$34,297	42	46	10.38%	\$37,857.89
Armstrong	Danetris	Utility Plant Operator (Waste Water)	Public Works-Wastewater Treatment	\$34,297	42	46	10.38%	\$37,857.89
Pitman	Gary	Utility Plant Operator Apprentice (Waste Water)	Public Works-Wastewater Treatment	\$30,462	36	40	10.38%	\$33,623.91
Landers	Jearl	Utility Plant Operator-Lead (Waste Water)	Public Works-Wastewater Treatment	\$44,023	50	54	10.38%	\$48,593.38
Williams	Ocie	Utility Plant Operator-Senior (Waste Water)	Public Works-Wastewater Treatment	\$39,581	46	50	10.38%	\$43,689.55
Rinehart	Chad	Utility Plant Operator-Senior (Waste Water)	Public Works-Wastewater Treatment	\$41,384	46	50	10.38%	\$45,679.84
Burrough	James	Utility Plant Operator-Senior (Waste Water)	Public Works-Wastewater Treatment	\$37,858	46	50	10.38%	\$41,787.95
Echols	Michael	Utility Plant Operator-Senior (Waste Water)	Public Works-Wastewater Treatment	\$37,858	46	50	10.38%	\$41,787.95
Leach	Janice	Utility Plant Operator-Senior (Waste Water)	Public Works-Wastewater Treatment	\$46,458	46	50	3.00%	\$47,851.31
Howell	Franklin	Utility Plant Supervisor (Waste Water)	Public Works-Wastewater Treatment	\$52,142	56	60	10.38%	\$57,554.68
Buchanan	Roy	Collection & Distribution Supervisor	Public Works-Water Distribution	\$47,510	52	58	15.97%	\$55,096.80
Richardson	Brian	Collection & Distribution Supervisor	Public Works-Water Distribution	\$48,935	52	58	15.97%	\$56,749.74
Smithey	Jason	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$39,095	42	48	16.21%	\$45,430.62
McAlister	Ted	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$34,277	42	48	15.97%	\$39,750.93
Ward	John	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$34,297	42	48	15.97%	\$39,774.45
Chatman	Albert	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$35,326	42	48	15.97%	\$40,967.56

Sneed	Quandre	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$35,326	42	48	15.97%	\$40,967.56
Webb	Jackie	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$36,365	42	48	15.97%	\$42,171.83
Portley	Randolph	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$39,248	42	48	15.75%	\$45,430.62
Jackson	Vernon	Crew Leader (Water Dist 73)	Public Works-Water Distribution	\$39,394	42	48	15.32%	\$45,430.62
Rohrs	Kyle	Equipment Operator (Water Dist 73)	Public Works-Water Distribution	\$30,462	36	42	15.97%	\$35,326.12
Grant	John	Equipment Operator (Water Dist 73)	Public Works-Water Distribution	\$29,574	36	42	15.97%	\$34,297.33
Bennett	Matthew	Equipment Operator (Water Dist 73)	Public Works-Water Distribution	\$28,713	36	42	15.97%	\$33,298.39
Knighton III	Thomas	Equipment Operator (Water Dist 73)	Public Works-Water Distribution	\$28,713	36	42	15.97%	\$33,298.39
Green	Eddie	Equipment Operator-Senior (Water Dist 73)	Public Works-Water Distribution	\$32,645	40	45	13.14%	\$36,934.62
Morrison	Matthew	Equipment Operator-Senior (Water Dist 73)	Public Works-Water Distribution	\$32,645	40	45	13.14%	\$36,934.62
Peoples	Gregory	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$23,566	28	34	15.97%	\$27,329.50
Troy	Darrian	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$23,566	28	34	15.97%	\$27,329.50
Wardlaw	Harley	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$23,566	28	34	15.97%	\$27,329.50
Wilson	Demarcus	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$23,566	28	34	15.97%	\$27,329.50
Caldwell	Lloyd	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$25,001	28	34	15.97%	\$28,993.89
Ellis	Michael	Maintenance Worker (Water Dist 73)	Public Works-Water Distribution	\$25,001	28	34	15.97%	\$28,993.89
Beall	Billie	Maintenance Worker-Senior (Water Dist 73)	Public Works-Water Distribution	\$26,013	32	38	15.97%	\$30,166.80
Moore	William	Water Service Representative Apprentice	Public Works-Water Distribution	\$24,273	28	32	10.38%	\$26,792.94
Servin	Jonathan	Water Service Representative Apprentice	Public Works-Water Distribution	\$24,273	28	32	10.38%	\$26,792.94
Tidwell	Maria	Industrial Pretreatment Inspector (Purification)	Public Works-Water Purification	\$36,034	44	47	7.69%	\$38,804.59
Hubbard	Ronnie	Lab Technician (Water Purification)	Public Works-Water Purification	\$43,037	46	49	8.20%	\$46,566.38
Clevenger	Steven	Plant Maintenance Mechanic (Purification)	Public Works-Water Purification	\$34,297	42	45	7.69%	\$36,934.53
Crawford	Loren	Plant Maintenance Mechanic (Purification)	Public Works-Water Purification	\$34,297	42	45	7.69%	\$36,934.53
Moore	Jimmy	Plant Maintenance Mechanic (Purification)	Public Works-Water Purification	\$34,297	42	45	7.69%	\$36,934.53
Hill	Steve	Plant Maintenance Mechanic Apprentice (Water)	Public Works-Water Purification	\$28,713	36	40	10.38%	\$31,693.89
Burgess	Thomas	Plant Maintenance Mechanic-Lead (Purification)	Public Works-Water Purification	\$41,788	50	53	7.69%	\$45,001.08
Sullivan	Marty	Plant Maintenance Mechanic-Lead (Purification)	Public Works-Water Purification	\$41,788	50	53	7.69%	\$45,001.08
Skrine	Walter	Plant Maintenance Mechanic-Senior (Purification)	Public Works-Water Purification	\$37,858	46	49	7.69%	\$40,768.73
Everett	Christopher	Plant Maintenance Supervisor (Purification)	Public Works-Water Purification	\$48,461	56	60	10.38%	\$53,492.32
Tabor	Selina	Utility Plant Manager	Public Works-Water Purification	\$62,791	64	72	21.84%	\$76,504.79
McKaskle	Clyde	Utility Plant Operator (Water)	Public Works-Water Purification	\$33,298	42	46	10.38%	\$36,755.27
Zapata	Noe	Utility Plant Operator (Water)	Public Works-Water Purification	\$33,298	42	46	10.38%	\$36,755.27
Ridgway	Joseph	Utility Plant Operator (Water)	Public Works-Water Purification	\$35,305	42	46	10.38%	\$38,970.56
Hooker	Bart	Utility Plant Operator (Water)	Public Works-Water Purification	\$36,088	42	46	10.38%	\$39,834.69
Sharrock	Brenda	Utility Plant Operator (Water)	Public Works-Water Purification	\$35,391	42	46	10.38%	\$39,064.69
Bald	James	Utility Plant Operator (Water)	Public Works-Water Purification	\$34,297	42	46	10.38%	\$37,857.89
Driggers	Randy	Utility Plant Operator (Water)	Public Works-Water Purification	\$34,297	42	46	10.38%	\$37,857.89
Wright	John	Utility Plant Operator Apprentice (Water)	Public Works-Water Purification	\$29,574	36	40	10.38%	\$32,644.69
Beason	Joel	Utility Plant Operator Apprentice (Water)	Public Works-Water Purification	\$28,713	36	40	10.38%	\$31,693.89
Murray	Keith	Utility Plant Operator-Lead (Water)	Public Works-Water Purification	\$43,437	50	54	10.38%	\$47,945.92
Murray	Kenneth	Utility Plant Operator-Lead (Water)	Public Works-Water Purification	\$41,788	50	54	10.38%	\$46,126.11
Sullivan	Charles	Utility Plant Operator-Lead (Water)	Public Works-Water Purification	\$41,788	50	54	10.38%	\$46,126.11
Beasley	Cindy	Utility Plant Operator-Lead (Water)	Public Works-Water Purification	\$51,102	50	54	3.10%	\$52,685.59
Cummings	Chris	Utility Plant Operator-Lead (Water)	Public Works-Water Purification	\$51,102	50	54	3.10%	\$52,685.59
Stein	Oscar	Utility Plant Operator-Senior (Water)	Public Works-Water Purification	\$46,051	46	50	3.65%	\$47,730.54
Neal	Danny	Utility Plant Operator-Senior (Water)	Public Works-Water Purification	\$47,605	46	50	3.00%	\$49,033.11
Chipman	Howard	Utility Plant Supervisor (Water)	Public Works-Water Purification	\$50,426	56	60	10.38%	\$55,661.11
Pisano	Salvatore	Utility Plant Supervisor (Water)	Public Works-Water Purification	\$56,776	56	60	7.61%	\$61,099.13
Hardin	James	Water Quality & Utility Plant Supervisor	Public Works-Water Purification	\$49,432	58	62	10.38%	\$54,563.37

**City of Longview General Government Pay Plan
Part Time Employees (Based on 1,000 Hours Per Year)**

Last Name	First Name	Job Title	Department	Current Salary	Current Range	New Range	% Increase	New Salary
Scott	Sean	Animal Care Technician	Admin-Animal Services	\$12,560	32	38	15.29%	\$14,480.05
Villanueva	Guillermina	Animal Care Technician	Admin-Animal Services	\$12,890	32	38	15.97%	\$14,948.45
Mariano	Holly	Parking Compliance Officer	Admin-Municipal Court	\$11,900	30	36	15.82%	\$13,782.32
Hillhouse	Garline	Office Assistant	Business Support	\$12,380	29	33	10.38%	\$13,665.20
Macaulay	Margo	Receptionist	Business Support	\$10,620	23	30	12.81%	\$11,980.80
Redmon	Georgia	Receptionist	Business Support	\$10,010	23	30	19.69%	\$11,980.80
Daniels	Dorothy	Circulation Assistant	Community Services-Library	\$10,670	23	30	12.28%	\$11,980.80
Angel	Jacqueline	Circulation Assistant	Community Services-Library	\$9,770	22	30	22.63%	\$11,980.80
Hallock	Carla	Circulation Assistant	Community Services-Library	\$9,770	22	30	22.63%	\$11,980.80
McPherson	Rachel	Circulation Assistant	Community Services-Library	\$9,770	22	30	22.63%	\$11,980.80
Horton II	Dale	Library Aide	Community Services-Library	\$9,660	18	30	24.02%	\$11,980.80
Berry	Susan	Library Aide	Community Services-Library	\$9,390	18	30	27.59%	\$11,980.80
Bradley	Katherine	Library Aide	Community Services-Library	\$8,850	18	30	35.38%	\$11,980.80
Owens	Carson	Library Aide	Community Services-Library	\$8,850	18	30	35.38%	\$11,980.80
Pineda	Kevin	Library Assistant	Community Services-Library	\$12,510	32	36	10.38%	\$13,808.70
Kinney	Amber	Library Assistant	Community Services-Library	\$12,890	32	36	10.38%	\$14,228.15
Farmer	Doris	Library Assistant	Community Services-Library	\$13,690	32	36	10.38%	\$15,111.20
Howard	Natusha	Processing Assistant	Community Services-Library	\$9,300	20	30	28.83%	\$11,980.80
McCord	Sharon	Planning Technician	Development Services-Planning	\$18,390	44	46	5.06%	\$19,320.99
Henson	Peggy	Custodial/Service Worker	Parks-Recreation	\$12,010	22	30	21.84%	\$14,633.02
Burd	Brendon	Lifeguard	Parks-Recreation	\$10,820	20	30	10.73%	\$11,980.80
Johnston	Amantha	Lifeguard	Parks-Recreation	\$10,820	16	30	10.73%	\$11,980.80
Ramsey	Michael	Lifeguard	Parks-Recreation	\$10,820	20	30	10.73%	\$11,980.80
Alderson	Marissa	Lifeguard	Parks-Recreation	\$10,500	20	30	14.10%	\$11,980.80
Copeland	Cameron	Lifeguard	Parks-Recreation	\$10,500	20	30	14.10%	\$11,980.80
Holloman	William	Lifeguard	Parks-Recreation	\$10,500	20	30	14.10%	\$11,980.80
Humphrey	Savannah	Lifeguard	Parks-Recreation	\$10,500	20	30	14.10%	\$11,980.80
Snow	Joshua	Lifeguard	Parks-Recreation	\$10,500	20	30	14.10%	\$11,980.80
Jennings	Richard	Recreation Assistant	Parks-Recreation	\$10,650	19	30	12.50%	\$11,980.80
Harvey	Alvin	Recreation Assistant	Parks-Recreation	\$9,900	19	30	21.02%	\$11,980.80
Reese	Gleen	Recreation Assistant	Parks-Recreation	\$9,900	19	30	21.02%	\$11,980.80
Rollins	Earline	Recreation Assistant	Parks-Recreation	\$9,900	19	30	21.02%	\$11,980.80
Talley Jr	Kenneth	Recreation Assistant	Parks-Recreation	\$9,900	19	30	21.02%	\$11,980.80
Edwards	Terrell	Recreation Assistant	Parks-Recreation	\$9,620	19	30	24.54%	\$11,980.80
Fried	Malinda	Recreation Assistant	Parks-Recreation	\$9,620	19	30	24.54%	\$11,980.80
Morrow	Clinton	Recreation Assistant	Parks-Recreation	\$9,620	19	30	24.54%	\$11,980.80
Williams	Linda	Recreation Assistant	Parks-Recreation	\$9,620	19	30	24.54%	\$11,980.80

Crowe	Barbara	Recreation Assistant	Parks-Recreation	\$9,340	19	30	28.27%	\$11,980.80
Harris	Mary	Recreation Assistant	Parks-Recreation	\$9,340	19	30	28.27%	\$11,980.80
Buskell	Hayley	Recreation Assistant	Parks-Recreation	\$9,070	19	30	32.09%	\$11,980.80
Holland	Marialynn	Recreation Assistant	Parks-Recreation	\$9,070	19	30	32.09%	\$11,980.80
Johnson-Hollins	Rozie	Recreation Assistant	Parks-Recreation	\$9,070	19	30	32.09%	\$11,980.80
Steele	Andrew	Recreation Assistant	Parks-Recreation	\$9,070	19	30	32.09%	\$11,980.80
Cunningham	Chester	Plant Maintenance Mechanic Apprentice	Public Works-Wastewater Treatment	\$14,210	36	40	10.38%	\$15,685.18
Wilson	Elvis	Maintenance Worker-Senior (Water Dist 73)	Public Works-Water Distribution	\$12,890	32	38	15.97%	\$14,948.45
Cockerell	Gayleen	Lab Technician (Water Purification)	Public Works-Water Distribution	\$21,190	46	49	7.69%	\$22,819.31

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Kemper	Benjamin	Police	Police Captain	\$99,840.00	CE	3%	\$102,835.20
Washburn II	Russell	Police	Police Captain	\$99,840.00	CE	3%	\$102,835.20
Bettis	James	Police	Police Lieutenant	\$90,578.54	PL3	3%	\$93,295.90
Bowen	Robert	Police	Police Lieutenant	\$90,578.54	PL3	3%	\$93,295.90
Freeman	Robert	Police	Police Lieutenant	\$90,578.54	PL3	3%	\$93,295.90
Hickey	Paul	Police	Police Lieutenant	\$88,315.24	PLE	3%	\$90,964.70
Martinez	Rebekah	Police	Police Lieutenant	\$88,315.24	PLE	3%	\$90,964.70
McCarter	Randal	Police	Police Lieutenant	\$88,315.24	PLE	3%	\$90,964.70
Butler	Danny	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Ceal	James	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Cheatham	David	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Clayton	Christopher	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Davis	Terry	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Deloach	Oather	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Dotson	Christopher	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Duffie Jr	Gene	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
England	Billy	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Hewitt	Eric	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Lyons	Johnny	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Manion	Courtney	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Reed	Jayson	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Runnels	Fredrick	Police	Police Officer	\$72,057.70	P19	3%	\$74,219.43
Askew	Roger	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Bankston	Bryan	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Bethard	Christopher	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Hardee	Suzanne	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Montalvo Jr	Jose	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Redmon Jr	Jimmie	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Timmons	Jeffrey	Police	Police Officer	\$70,701.54	P17	3%	\$72,822.59
Brian	Kristie	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Cheatham	Nora	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Delgado	John	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Downs	Gabriel	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Kotulla	Rolf	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Martin	Adam	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Ryan	Mary	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Taylor	Christopher	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Welch	Daniel	Police	Police Officer	\$68,621.54	P15	3%	\$70,680.19
Brian Jr	Robert	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Byrdsong	Christopher	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Castillo	Alejandro	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Davis	Cedric	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Minyard	Anthony	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Rankin	Kevin	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Reeves	Rebecca	Police	Police Officer	\$66,602.64	P13	3%	\$68,600.72
Bray	James	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Hall	Jeffrey	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Heath	Brandon	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Marrs	Joshua	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Pickering Jr	Larry	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Stiles	Debra	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Sullivan	Jerry	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Works	Amy	Police	Police Officer	\$64,643.02	P11	3%	\$66,582.31
Burt	Steven	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Cassin	Nikki	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Cooks	Bennie	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Duncan	Ronald	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Gibson	Ryan	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Hampton	Jason	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Reeves	James	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Villela	Maira	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Whitlock	Charles	Police	Police Officer	\$62,741.12	P9	3%	\$64,623.35
Ashworth	Dustin	Police	Police Officer	\$60,895.38	P7	3%	\$62,722.24
Nichols	Kevin	Police	Police Officer	\$60,895.38	P7	3%	\$62,722.24
Roberts	Konrad	Police	Police Officer	\$60,895.38	P7	3%	\$62,722.24
Wright	Audrey	Police	Police Officer	\$60,895.38	P7	3%	\$62,722.24
Altman	Luke	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Chorba	Alexander	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Creacy	Brent	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Hargrove	Cody	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Ramsey	Jerry	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Stroud	Danny	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Villarreal	Gina	Police	Police Officer	\$60,895.12	P7	3%	\$62,721.97
Brown	LaDarian	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Derr III	Glenn	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Goodall	Austin	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Harkins	William	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Hunt	Michael	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Isonhood	Danny	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Johnson	LaRoyce	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Juarez Ortega	Armando	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Lemmon	Nathaniel	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Lhuillier	Daniel	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Lusk	Cody	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Nance	Christopher	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Oexman	Jordan	Police	Police Officer	\$59,103.72	P5	3%	\$60,876.83
Bell	Douglas	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Brisendine	Kaleb	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Capps	Trenton	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Cunningham	Erik	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Degarmo	Heath	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Easley	Benjamin	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Fox	Rachel	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Grubbs Jr	Keith	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Hall	Joshua	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Hampton	Justin	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Howell	Syndi	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Kelley	Jason	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Loyd	Jonathon	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Poe	Chase	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Rodriguez	Jose	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Seay	Dusty	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Sledge	Justin	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Solomon Jr	Larry	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Webb	Tyler	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Wolf	Jonathan	Police	Police Officer	\$57,364.84	P3	3%	\$59,085.79
Atkinson	Zachary	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Bogue	Taylor	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Davis Jr	RL	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
DelConte	Sheila	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Eubanks	Rodney	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Groce	Colin	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Isbell	Shawn	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Lattimore	Andrew	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Powell	Olivia	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Prescott	Matthew	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Preston	Michael	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Sheridan	Leslie	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Smeltzer	William	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Stroschein	Tyler	Police	Police Officer	\$55,676.92	P2	3%	\$57,347.23
Cooper	Matthew	Police	Police Officer	\$54,038.92	P1	3%	\$55,660.09
Rodin	Brian	Police	Police Officer	\$54,038.92	P1	3%	\$55,660.09
Sprayberry	Cody	Police	Police Officer	\$54,038.92	P1	3%	\$55,660.09
Vestal	Shelby	Police	Police Officer	\$54,038.92	P1	3%	\$55,660.09
Austin	Chester	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Buckner	Edward	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Bynum	Michael	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Chitwood	Michelle	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Collier	John	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Davis	Richard	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Hayes	Ira	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Hernandez	Joseph	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Lim	Raymond	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Marshburn	Jeffrey	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Payne	Christina	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Rodriguez	Eliseo	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Vannoy	Christopher	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Watson	Caleb	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Wilson	Eric	Police	Police Officer	\$52,417.82	PE	3%	\$53,990.35
Grisham	Michael	Police	Police Officer-Traffic	\$72,057.70	P19	3%	\$74,219.43
Bell	Brad	Police	Police Officer-Traffic	\$70,701.54	P17	3%	\$72,822.59
Mitchell	Ricky	Police	Police Officer-Traffic	\$70,701.54	P17	3%	\$72,822.59
Thornton	Brandon	Police	Police Officer-Traffic	\$68,621.54	P15	3%	\$70,680.19
Smith II	Rodney	Police	Police Officer-Traffic	\$66,602.64	P13	3%	\$68,600.72
Alford	Mark	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Clark	Harry	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Farmer	William	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Hiles	Marion	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Lair	Darin	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Lemaire	Chad	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Pendleton	Shaun	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Seyer	Ben	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Vanover	Seth	Police	Police Sergeant	\$83,187.00	S9	3%	\$85,682.61
Brinkley	Douglas	Police	Police Sergeant	\$81,707.34	S6	3%	\$84,158.56
Koepke	Donald	Police	Police Sergeant	\$81,707.34	S6	3%	\$84,158.56
Clinton	Aaron	Police	Police Sergeant	\$80,169.70	S3	3%	\$82,574.79
Coleman	Grace	Police	Police Sergeant	\$80,169.70	S3	3%	\$82,574.79
Purdon	Jimmy	Police	Police Sergeant	\$80,169.70	S3	3%	\$82,574.79
Sheain	Christopher	Police	Police Sergeant	\$80,169.70	S3	3%	\$82,574.79
Allison	Andrew	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Falkner	Mark	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Higginbotham	Jeremy	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Higginbotham	Kerry	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Humphrey	Kelly	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Montgomery	Kendric	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Phillips	Dennis	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Rockett	Charles	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Yates	Trevor	Police	Police Sergeant	\$78,661.18	SE	3%	\$81,021.02
Corrin	David	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Frey	Jason	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Holland	Nicholas	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Lyndell	Jordan	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Pfau	Brian	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Smith	Ryan	Fire	Fire Apprentice II	\$47,584.16	FA2	3%	\$49,011.68
Edwards	William	Fire	Fire Battalion Chief	\$97,063.20	BC9	3%	\$99,975.10

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Green	Steven	Fire	Fire Battalion Chief	\$94,694.34	BC6	3%	\$97,535.17
Jones	Wayland	Fire	Fire Battalion Chief	\$90,131.60	BCE	3%	\$92,835.55
Pfau	Kevin	Fire	Fire Battalion Chief	\$90,131.60	BCE	3%	\$92,835.55
Skinner	William	Fire	Fire Battalion Chief	\$90,131.60	BCE	3%	\$92,835.55
Wylie	Michael	Fire	Fire Battalion Chief	\$90,131.60	BCE	3%	\$92,835.55
Bates	Rodney	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Beckham	James	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Glenn	George	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Hodge	Billy	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Rhodes III	John	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Rust	Ronald	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Vallery	Bryan	Fire	Fire Captain	\$83,777.98	C9	3%	\$86,291.32
Daniel	Thomas	Fire	Fire Captain	\$81,723.46	C6	3%	\$84,175.16
Dankers	Steven	Fire	Fire Captain	\$81,723.46	C3	3%	\$84,175.16
McCarthy	Steven	Fire	Fire Captain	\$81,723.46	C6	3%	\$84,175.16
Tanner	Joshua	Fire	Fire Captain	\$81,723.46	C6	3%	\$84,175.16
Walling	Jeffery	Fire	Fire Captain	\$81,723.46	C6	3%	\$84,175.16
Harrison	Benjamin	Fire	Fire Captain	\$80,206.62	C3	3%	\$82,612.82
Johnson	Jon-Eric	Fire	Fire Captain	\$80,206.62	C3	3%	\$82,612.82
Karling	Clifford	Fire	Fire Captain	\$80,206.62	C3	3%	\$82,612.82
Phillips	Joshua	Fire	Fire Captain	\$80,206.62	CE	3%	\$82,612.82
Killingsworth	Michael	Fire	Fire Captain	\$78,250.64	CE	3%	\$80,598.16
Turner	Samuel	Fire	Fire Captain	\$78,250.64	CE	3%	\$80,598.16
Gothard	Jeremie	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31
Howard	Ryan	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31
Jenkins	Justin	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31
McNatt	James	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31
Nicholson	Ryan	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31
Vickery	Brian	Fire	Fire Captain	\$77,796.42	CE	3%	\$80,130.31

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Kitchens	Roger	Fire	Fire Data Analyst	\$62,724.74	F17	3%	\$64,606.48
Bryan	Matthew	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Davis	Jerry	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Goss	Jerry	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Haywood	Eddie	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Lopez	Erasmus	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Perry	William	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Smith	David	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Smith	Scott	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Stroud	Kirk	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
White	Kelly	Fire	Fire Driver/Engineer	\$70,948.02	D9	3%	\$73,076.46
Chamberlain	Jason	Fire	Fire Driver/Engineer	\$69,321.98	D6	3%	\$71,401.64
Lake	Christopher	Fire	Fire Driver/Engineer	\$69,321.98	D6	3%	\$71,401.64
Leddy	Travis	Fire	Fire Driver/Engineer	\$69,321.98	D6	3%	\$71,401.64
McAuley	Jeffrey	Fire	Fire Driver/Engineer	\$69,321.98	D6	3%	\$71,401.64
Williamson	James	Fire	Fire Driver/Engineer	\$69,321.98	D6	3%	\$71,401.64
Burks	Dusty	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Butler	Jamison	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Cameron	Jonathan	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Cilk	Carlee	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Crow	Nathan	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Davis	Jason	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Fletcher II	Kerry	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Harris	David	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Kropchuk	Matthew	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Lawrence Jr	James	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Matthews	Michael	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Steelman	Clinton	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40
Wilson	Christopher	Fire	Fire Driver/Engineer	\$67,631.46	D3	3%	\$69,660.40

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Adcock	Brian	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Butler	Rance	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Cameron	Justin	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Cooper IV	James	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Followwell	Jody	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Haisten	Corey	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Ledkins	Jacob	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Ledkins	Jacob	Fire	Fire Driver/Engineer	\$65,981.50	F6	3%	\$67,960.95
Ledkins	Logan	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
McClenny	Kyle	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Parish	Joshua	Fire	Fire Driver/Engineer	\$65,981.50	D3	3%	\$67,960.95
Parish	Joshua	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Parker	James	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Robertson V	Carl	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Sutton	Jason	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Thacker	David	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Trotty	Kelcey	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Williams	Hunter	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Winchell	Stephen	Fire	Fire Driver/Engineer	\$65,981.50	DE	3%	\$67,960.95
Dyer	Ross	Fire	Fire EMS Operations Officer	\$77,796.42	CE	3%	\$80,130.31
Dodgen	Amy	Fire	Fire EMS Section Chief	\$90,131.60	BCE	3%	\$92,835.55
Catron	Michael	Fire	Fire Lieutenant	\$73,467.16	FL1	3%	\$75,671.17
Reeves	Brandon	Fire	Fire Lieutenant	\$73,467.16	FL1	3%	\$75,671.17
Blalock	Ramey	Fire	Fire Lieutenant	\$72,721.74	FLE	3%	\$74,903.39
Deary	Adam	Fire	Fire Lieutenant	\$72,721.74	FLE	3%	\$74,903.39
Maricle	Timothy	Fire	Fire Lieutenant	\$72,721.74	FLE	3%	\$74,903.39
Williams	Jonathan	Fire	Fire Lieutenant	\$72,721.74	FLE	3%	\$74,903.39
May	Kevin	Fire	Fire Marshal	\$90,131.60	BCE	3%	\$92,835.55
Purcell	Jimmy	Fire	Fire Marshal	\$83,777.98	C9	3%	\$86,291.32

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Delaney	Marcus	Fire	Fire Marshal	\$73,467.16	FL1	3%	\$75,671.17
Scott III	Bert	Fire	Fire Marshal	\$73,467.16	FL1	3%	\$75,671.17
Gray	Christopher	Fire	Fire Training Officer	\$78,250.64	CE	3%	\$80,598.16
Pickle	Travis	Fire	Fire Training Officer	\$78,250.64	CE	3%	\$80,598.16
Clanton	Charles	Fire	Fire Training Officer	\$77,796.42	CE	3%	\$80,130.31
Parker	Thomas	Fire	Fire Training Section Chief	\$90,131.60	BCE	3%	\$92,835.55
Beal	Brad	Fire	Firefighter	\$63,605.36	F19	3%	\$65,513.52
Graham	Scot	Fire	Firefighter	\$63,605.36	F19	3%	\$65,513.52
Hargis	John	Fire	Firefighter	\$63,605.36	F19	3%	\$65,513.52
Haxton	James	Fire	Firefighter	\$63,605.36	F19	3%	\$65,513.52
Risinger	Preston	Fire	Firefighter	\$63,605.36	F19	3%	\$65,513.52
McGinnis	Christopher	Fire	Firefighter	\$62,724.74	F17	3%	\$64,606.48
Holly	David	Fire	Firefighter	\$61,494.94	F15	3%	\$63,339.79
Marshall	Anthony	Fire	Firefighter	\$61,494.94	F15	3%	\$63,339.79
Barton	Jonathan	Fire	Firefighter	\$59,115.68	F11	3%	\$60,889.15
Sims	Christopher	Fire	Firefighter	\$59,115.68	F11	3%	\$60,889.15
Clanton	Timothy	Fire	Firefighter	\$57,942.04	F9	3%	\$59,680.30
Killian	Nicholas	Fire	Firefighter	\$57,942.04	F9	3%	\$59,680.30
McMillen	Kristen	Fire	Firefighter	\$57,942.04	F9	3%	\$59,680.30
Norman	Richard	Fire	Firefighter	\$57,942.04	F9	3%	\$59,680.30
Garrison	Jeffery	Fire	Firefighter	\$57,159.96	F7	3%	\$58,874.76
Horton	Brandon	Fire	Firefighter	\$57,159.96	F7	3%	\$58,874.76
Patrick	Clifford	Fire	Firefighter	\$57,159.96	F7	3%	\$58,874.76
Teague	Wesley	Fire	Firefighter	\$57,159.96	F7	3%	\$58,874.76
Whittington	Shane	Fire	Firefighter	\$57,159.96	F7	3%	\$58,874.76
Brown	Bradley	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Denfeld	Steven	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Foresman	Jacob	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Jackson	Christopher	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Jones	Nicholas	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Juays	Gareth	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Lipscomb	Kyle	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Petticrew	Joshua	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Pfeiffer	Douglas	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Rogers	Rance	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Royer	Justin	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Su	Jimmy	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Terry Jr	James	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Thompson III	Bruce	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Wearden	Samuel	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Whitley	Collin	Fire	Firefighter	\$56,376.84	F5	3%	\$58,068.15
Woodrum	Brian	Fire	Firefighter	\$56,376.84	F3	3%	\$58,068.15
Chapman	Keith	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Conrado	Bradford	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Freer	William	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Greenway	Chase	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Holt	Adam	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Kaiser	Keane	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Lorenz	Christopher	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Montgomery	Trent	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Oram	Bradon	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Payne	Randy	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Pittelkow	Joseph	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Pointer	Brayden	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Portera	Zachery	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Sands	Kyle	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Shirley	Christopher	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Stelly	Joshua	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73

City of Longview (Sworn Personnel)							
Last Name	First Name	Department	Title	Salary	Paygrade	% Increase	New Salary
Wasilowski	Daniel	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Woodruff	Lance	Fire	Firefighter	\$54,767.70	F2	3%	\$56,410.73
Ayres	Brandon	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Brundage	Dustin	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Collins	Robert	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Edwards	Cody	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Flanagan	Joshua	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Green	Jacob	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Haney	Marcus	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Meenach	Joshua	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Mize	Jonathan	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Orendorff	William	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Parton	Jakob	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Turney	Christopher	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99
Wolf	Graeme	Fire	Firefighter	\$54,231.06	F1	3%	\$55,857.99

Current Job Classification Title	Longview Base Salary Midpoint	Market Base Salary Midpoint	\$	%
Grant Analyst	\$37,287	\$55,505	-\$18,218	-48.86%
Finance Manager	\$67,442	\$93,968	-\$26,526	-39.33%
Crime Intelligence Analyst	\$37,287	\$49,996	-\$12,709	-34.08%
Office Assistant	\$28,418	\$37,537	-\$9,119	-32.09%
Veterinarian Technician	\$37,287	\$49,082	-\$11,794	-31.63%
Development Services Manager	\$67,442	\$88,697	-\$21,255	-31.52%
Utilities Services Manager	\$61,099	\$79,576	-\$18,476	-30.24%
Aquatic Program Coordinator	\$41,158	\$53,326	-\$12,168	-29.56%
Executive Assistant	\$40,154	\$51,602	-\$11,448	-28.51%
City Engineer	\$86,331	\$110,867	-\$24,535	-28.42%
Traffic Signal Supervisor	\$47,731	\$60,516	-\$12,786	-26.79%
Building Official	\$70,856	\$89,460	-\$18,603	-26.25%
Public Works Manager	\$67,442	\$85,148	-\$17,706	-26.25%
Utility Plant Manager	\$67,442	\$84,700	-\$17,258	-25.59%
Fire Inspector/Code Compliance Officer-Senior	\$48,924	\$61,240	-\$12,317	-25.18%
Human Resources Generalist	\$47,731	\$59,249	-\$11,518	-24.13%
Customer Service Representative	\$28,418	\$35,258	-\$6,840	-24.07%
Animal Control Officer	\$32,152	\$39,871	-\$7,719	-24.01%
Maintenance Worker (Water Dist 73)	\$27,725	\$34,259	-\$6,534	-23.57%
Director of Financial Services	\$110,512	\$136,476	-\$25,964	-23.49%
Recycling Coordinator	\$45,431	\$55,937	-\$10,506	-23.13%
Property & Evidence Specialist	\$32,152	\$39,584	-\$7,431	-23.11%
Maintenance Worker (Drainage)	\$27,725	\$34,117	-\$6,392	-23.05%
Accountant-Senior	\$54,003	\$66,400	-\$12,398	-22.96%
Accountant	\$47,731	\$58,655	-\$10,924	-22.89%
Director of Public Works	\$116,106	\$142,288	-\$26,182	-22.55%
Fleet Services Manager	\$67,442	\$82,141	-\$14,699	-21.79%
Engineering Inspector	\$42,187	\$51,322	-\$9,135	-21.65%
Records Specialist	\$30,603	\$37,044	-\$6,441	-21.05%
Municipal Court Administrator	\$67,442	\$81,416	-\$13,974	-20.72%
Assistant Police Chief	\$100,118	\$120,814	-\$20,696	-20.67%
GIS Supervisor	\$56,737	\$68,444	-\$11,707	-20.63%
Engineering Technician	\$40,154	\$48,428	-\$8,274	-20.61%
Development Services Technician	\$41,158	\$49,446	-\$8,288	-20.14%
Police Chief	\$121,984	\$146,494	-\$24,510	-20.09%
Custodial/Service Worker	\$23,907	\$28,544	-\$4,636	-19.39%
IT Support Technician	\$40,154	\$47,734	-\$7,580	-18.88%
Collection & Distribution Supervisor	\$50,147	\$59,608	-\$9,461	-18.87%
Fire Chief	\$121,984	\$144,584	-\$22,599	-18.53%
Veterinarian	\$78,212	\$92,492	-\$14,280	-18.26%
Equipment Operator (Drainage)	\$33,780	\$39,839	-\$6,058	-17.93%
Housing Programs Inspector	\$41,158	\$48,493	-\$7,335	-17.82%
Assistant Fire Chief	\$100,118	\$117,924	-\$17,806	-17.78%
Director of Administration	\$110,512	\$129,805	-\$19,293	-17.46%
Librarian	\$45,431	\$53,280	-\$7,849	-17.28%
Public Works Supervisor (Drainage)	\$45,431	\$53,140	-\$7,709	-16.97%
Traffic Signal Technician	\$37,287	\$43,510	-\$6,223	-16.69%
Solid Waste & Beautification Manager	\$67,442	\$78,561	-\$11,119	-16.49%
Utility Plant Operator-Lead (Water)	\$47,731	\$55,550	-\$7,819	-16.38%
Health Inspector	\$42,187	\$49,083	-\$6,896	-16.35%
Construction Engineering Inspector	\$42,187	\$48,977	-\$6,790	-16.09%
Assistant Director of Public Works	\$90,702	\$105,184	-\$14,482	-15.97%

Current Job Classification Title	Longview Base Salary Midpoint	Market Base Salary Midpoint	\$	%
Equipment Operator (Water Dist 73)	\$33,780	\$39,144	-\$5,363	-15.88%
IT Systems Analyst	\$56,737	\$65,698	-\$8,962	-15.80%
Municipal Court Clerk	\$30,603	\$35,357	-\$4,754	-15.53%
Crew Leader (Streets)	\$39,175	\$45,158	-\$5,984	-15.27%
Parking Compliance Officer	\$29,129	\$33,577	-\$4,448	-15.27%
Crew Leader (Water Dist 73)	\$39,175	\$44,996	-\$5,822	-14.86%
Crew Leader (Drainage)	\$39,175	\$44,995	-\$5,821	-14.86%
Maintenance Worker-Senior (Streets)	\$30,603	\$35,099	-\$4,495	-14.69%
Maintenance Worker (Sanitation)	\$27,725	\$31,776	-\$4,051	-14.61%
Director of Development Services	\$110,512	\$126,499	-\$15,987	-14.47%
Telecommunications Operator	\$38,219	\$43,685	-\$5,466	-14.30%
Building Inspector	\$43,242	\$49,341	-\$6,100	-14.11%
Planner	\$47,731	\$54,429	-\$6,698	-14.03%
Animal Control Supervisor	\$47,731	\$54,415	-\$6,685	-14.01%
Parks and Recreation Manager	\$67,442	\$76,821	-\$9,379	-13.91%
Fleet Technician	\$37,287	\$42,358	-\$5,071	-13.60%
Permit Technician-Senior	\$34,625	\$39,310	-\$4,685	-13.53%
Director of Parks & Recreation	\$110,512	\$125,448	-\$14,936	-13.52%
Fleet Services Supervisor	\$52,686	\$59,713	-\$7,027	-13.34%
Legal Specialist	\$39,175	\$44,361	-\$5,187	-13.24%
Code Compliance Manager	\$61,099	\$69,117	-\$8,018	-13.12%
Environmental Health Manager	\$70,856	\$80,062	-\$9,205	-12.99%
Crew Leader (Parks)	\$39,175	\$44,143	-\$4,968	-12.68%
Signs & Marking Technician	\$30,603	\$34,478	-\$3,875	-12.66%
Housing Services Specialist	\$41,158	\$46,325	-\$5,167	-12.55%
Equipment Operator (Streets)	\$33,780	\$37,916	-\$4,136	-12.24%
Traffic Engineer	\$82,172	\$91,853	-\$9,681	-11.78%
Library Assistant	\$30,603	\$34,140	-\$3,537	-11.56%
Equipment Operator-Senior (Streets)	\$37,287	\$41,568	-\$4,281	-11.48%
Instrument SCADA Specialist	\$45,431	\$50,619	-\$5,188	-11.42%
Information Technology Specialist	\$46,566	\$51,465	-\$4,899	-10.52%
Code Compliance Inspector	\$41,158	\$45,474	-\$4,317	-10.49%
Main Street Coordinator	\$50,147	\$55,343	-\$5,196	-10.36%
Convention Complex Manager	\$67,442	\$74,227	-\$6,785	-10.06%
Purchasing Specialist	\$39,175	\$43,101	-\$3,927	-10.02%
Utility Billing Supervisor	\$50,147	\$55,126	-\$4,979	-9.93%
Permit Technician	\$32,152	\$35,326	-\$3,173	-9.87%
Maintenance Worker (Parks)	\$27,725	\$30,458	-\$2,733	-9.86%
Equipment Operator	\$33,780	\$37,078	-\$3,298	-9.76%
Payroll Specialist	\$39,175	\$42,913	-\$3,738	-9.54%
Utility Plant Operator (Water)	\$39,175	\$42,757	-\$3,582	-9.14%
Tourism and Events Coordinator	\$50,147	\$54,729	-\$4,583	-9.14%
Assistant City Attorney	\$95,294	\$103,971	-\$8,677	-9.11%
Plans Examiner	\$47,731	\$52,062	-\$4,331	-9.07%
Municipal Court Clerk-Senior	\$35,490	\$38,619	-\$3,128	-8.81%
Administrative Assistant	\$36,378	\$39,427	-\$3,049	-8.38%
Recreation Supervisor	\$50,147	\$54,065	-\$3,918	-7.81%
Code Compliance Inspector-Senior	\$45,431	\$48,967	-\$3,536	-7.78%
Senior Planner	\$61,099	\$65,822	-\$4,722	-7.73%
Utility Plant Operator-Senior (Water)	\$43,242	\$46,487	-\$3,246	-7.51%
Library Manager	\$78,212	\$83,909	-\$5,697	-7.28%
Parks Operations and Maintenance Manager	\$67,442	\$72,189	-\$4,747	-7.04%

Current Job Classification Title	Longview Base Salary Midpoint	Market Base Salary Midpoint	\$	%
Utility Plant Operator (WWTP)	\$39,175	\$41,924	-\$2,749	-7.02%
Project Manager	\$70,856	\$75,762	-\$4,906	-6.92%
Plant Maintenance Mechanic (Purification)	\$39,175	\$41,874	-\$2,699	-6.89%
Planning Technician	\$41,158	\$43,841	-\$2,683	-6.52%
Utility Plant Operator-Senior (WWTP)	\$43,242	\$45,976	-\$2,734	-6.32%
Utility Billing Specialist	\$34,625	\$36,584	-\$1,960	-5.66%
Telecommunications Supervisor	\$54,003	\$56,397	-\$2,394	-4.43%
GIS Technician	\$44,323	\$45,954	-\$1,631	-3.68%
Accounting Specialist	\$37,287	\$38,121	-\$834	-2.24%
City Planner	\$78,212	\$79,920	-\$1,708	-2.18%
Environmental Health Supervisor	\$55,353	\$56,545	-\$1,192	-2.15%
Telecommunications Operator-Senior	\$42,187	\$42,977	-\$790	-1.87%
Payroll Administrator	\$50,147	\$50,379	-\$232	-0.46%
Collection & Distribution Manager	\$67,442	\$67,708	-\$266	-0.39%
Purchasing Agent	\$67,442	\$67,621	-\$179	-0.26%
Animal Services Manager	\$74,443	\$74,260	\$183	0.25%
HR & Risk Manager	\$86,331	\$85,614	\$717	0.83%
Building Inspector-Senior	\$52,686	\$52,134	\$551	1.05%
Plans Examiner-Senior	\$58,155	\$57,502	\$653	1.12%
Lab Technician (Water Purification)	\$43,242	\$42,707	\$535	1.24%
Plant Maintenance Supervisor (WWTP)	\$55,353	\$54,460	\$893	1.61%
GIS Technician-Senior	\$48,924	\$47,229	\$1,695	3.46%

FIRE DEPARTMENT PAY SCHEDULE				
FY 2019/2020				
Effective October 1, 2019				
RANK	CODE	BIWEEKLY	MONTHLY	ANNUAL
Fire Apprentice I	FA1	\$1,509.35	\$3,270.25	\$39,243.00
Fire Apprentice II	FA2	\$1,885.06	\$4,084.30	\$49,011.64
Firefighter (beginning employment)	F1	\$2,148.38	\$4,654.83	\$55,857.98
Firefighter (beginning 2nd yr)	F2	\$2,169.64	\$4,700.90	\$56,410.76
Firefighter (beginning 5th year)	F5	\$2,233.39	\$4,839.02	\$58,068.21
Firefighter (beginning 7th year)	F7	\$2,264.41	\$4,906.23	\$58,874.74
Firefighter (beginning 9th year)	F9	\$2,295.40	\$4,973.36	\$59,680.36
Firefighter (beginning 11th year)	F11	\$2,341.89	\$5,074.09	\$60,889.11
Firefighter (beginning 13th year)	F13	\$2,388.40	\$5,174.87	\$62,098.45
Firefighter (beginning 15th year)	F15	\$2,436.15	\$5,278.32	\$63,339.88
Firefighter (beginning 17th year)	F17	\$2,484.87	\$5,383.88	\$64,606.51
Firefighter (beginning 19th year)	F19	\$2,519.75	\$5,459.46	\$65,513.52
Driver/Engineer (at time of rank)	DE	\$2,613.88	\$5,663.42	\$67,961.00
Driver/Engineer (beginning 3rd year)	D3	\$2,679.25	\$5,805.04	\$69,660.43
Driver/Engineer (beginning 6th year)	D6	\$2,746.21	\$5,950.13	\$71,401.57
Driver/Engineer (beginning 9th year)	D9	\$2,810.63	\$6,089.70	\$73,076.41
Lieutenant, Deputy Fire Marshal, Fire Training Officer & EMS Officer (at time of rank)	FLE	\$2,880.90	\$6,241.94	\$74,903.32
Lieutenant, Deputy Fire Marshal, Fire Training Officer & EMS Officer (after being at rank for 1 yr)	FL1	\$2,910.43	\$6,305.92	\$75,671.08
Captain, Deputy Fire Marshal Senior, Fire Training Officer, Senior & EMS Officer Senior (at time of rank)	CE	\$3,081.93	\$6,677.53	\$80,130.30
Captain, Fire Training Officer Senior, Deputy Fire Marshal Senior & EMS Officer Senior (beginning 3rd year)	C3	\$3,159.01	\$6,844.51	\$82,134.18
Captain, Fire Training Officer Senior, Deputy Fire Marshal Senior & EMS Officer Senior (beginning 6th year)	C6	\$3,237.51	\$7,014.60	\$84,175.24
Captain, Fire Training Officer Senior, Deputy Fire Marshal Senior & EMS Officer Senior (beginning 9th year)	C9	\$3,318.90	\$7,190.94	\$86,291.29
Fire Marshal, EMS Chief, Training Chief, Battalion Chief (at time of rank)	BCE	\$3,570.60	\$7,736.30	\$92,835.59
Fire Marshal, EMS Chief, Training Chief, Battalion Chief (beginning 3rd year)	BC3	\$3,659.91	\$7,929.81	\$95,157.69
Fire Marshal, EMS Chief, Training Chief, Battalion Chief (beginning 6th year)	BC6	\$3,751.36	\$8,127.94	\$97,535.28
Fire Marshal, EMS Chief, Training Chief, Battalion Chief (beginning 9th year)	BC9	\$3,845.19	\$8,331.25	\$99,974.97

LONGVIEW POLICE DEPARTMENT					
FY 2019/20					
Effective October 1, 2019					
Rank / Level	"Shift" Code	Hourly	Biweekly	Monthly	Annually
Police Officer - Entry	PE	\$26.11	\$2,088.65	\$4,525.40	\$54,304.82
Police Officer - 1 year	P1	\$26.76	\$2,140.77	\$4,638.34	\$55,660.12
Police Officer - 2 year	P2	\$27.57	\$2,205.67	\$4,778.94	\$57,347.33
Police Officer - 3 year	P3	\$28.41	\$2,272.53	\$4,923.81	\$59,085.70
Police Officer - 5 year	P5	\$29.27	\$2,341.41	\$5,073.06	\$60,876.76
Police Officer - 7 year	P7	\$30.15	\$2,412.39	\$5,226.84	\$62,722.10
Police Officer - 9 year	P9	\$31.07	\$2,485.51	\$5,385.28	\$64,623.38
Police Officer - 11 year	P11	\$32.01	\$2,560.86	\$5,548.53	\$66,582.31
Police Officer - 13 year	P13	\$32.98	\$2,638.49	\$5,716.72	\$68,600.61
Police Officer - 15 year	P15	\$33.98	\$2,718.46	\$5,890.01	\$70,680.08
Police Officer - 17 year	P17	\$35.01	\$2,800.87	\$6,068.55	\$72,822.60
Police Officer - 19 year	P19	\$35.68	\$2,854.60	\$6,184.96	\$74,219.50
Sergeant - Entry	SE	\$38.95	\$3,116.19	\$6,751.74	\$81,020.93
Sergeant - 3 year	S3	\$39.70	\$3,175.95	\$6,881.23	\$82,574.80
Sergeant - 6 year	S6	\$40.46	\$3,236.86	\$7,013.21	\$84,158.46
Sergeant - 9 year	S9	\$41.19	\$3,295.48	\$7,140.21	\$85,682.53
Lieutenant - Entry	LE	\$43.73	\$3,498.64	\$7,580.40	\$90,964.75
Lieutenant - 3 year	L3	\$44.85	\$3,588.30	\$7,774.66	\$93,295.90
Lieutenant - 6 year	L6	\$46.00	\$3,680.26	\$7,973.90	\$95,686.79
Lieutenant - 9 year	L9	\$47.10	\$3,767.62	\$8,163.18	\$97,958.20
Captain - Entry	CE	\$49.44	\$3,955.20	\$8,569.60	\$102,835.20
Captain - 4 year	C4	\$50.92	\$4,073.86	\$8,826.69	\$105,920.26